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Canada Department of Labour Publications

Annual Report of the Department of Labour (Covers fiscal year ending March 31) (English or French). Cat. No. L1-1968.

Report of the Industrial Inquiry Commission on Canadian National Railways "Run Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price $1.50, Cat. No. L35-965/1.

Economics and Research Branch

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Industrial and Geographic Distribution of Union Membership in Canada, 1967 (English or French). Price 15 cents, Cat. No. L31-767.

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The Behaviour of Canadian Wages and Salaries in the Postwar Period. 1967. A graphic presentation. Price $1.50, Cat. No. L41-567.

Technological changes in the railway industry: Employment effects and adjustment process: CPR Angus Workshops, Montreal. 1967. Second in a series of three reports on technological change in the railway industry in Canada and the ways in which workers have adapted to change. Price $2.50, Cat. No. L41-667.

Payment Systems and their Development in the Railway Running Trades. 1968. By Maxwell Flood. Price $1.25, Cat. No. L41-768.

(Continued on inside back cover)

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Cover Photograph

Control tower in a Winnipeg railway yard. Four operating railway unions have merged to form the 280,000-member United Transportation Union and a new settlement has been reached between Canadian railways and non-operating employees. See pages 144 and 152. *NFB photo*

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Systems Analysis

In Canadian Employer-Union Relations

By

Prof. C. Roy Brookbank

Change is needed in the present Canadian model of employer-union relations, says Prof. Roy Brookbank of Dalhousie University. But, from the viewpoint of systems analysis, the change must resolve the problems without seriously disrupting or destroying the equilibrium of the processes and systems of the existing model.

EMPLOYER-UNION relations as we know them in Canada today have evolved from the "voluntary" association of each side with the other in "processes" of collective bargaining and grievance handling. Wendell French, Professor of Personnel and Industrial Relations at the University of Washington, defines a process as "a flow of interrelated events moving towards some goal, purpose or end." Frequently employers have not been overly enthusiastic about dealing with unions, but the right of workers to organize themselves into groups for bargaining purposes has been well established, and the ground rules for bargaining and grievance handling allow the parties substantial freedom for manoeuvring. The role of government, at the provincial and federal levels, has been twofold. On the one hand, government has guarded the public interest by ensuring that the power struggles of the two parties have been confined to the legislative ground rules; on the other, government representatives have served as impartial conciliators when negotiations between the parties have become deadlocked.

Although no pattern of employer-union relations based on volatile bargaining and supported by a power balance can be expected to work perfectly, the processes currently used across Canada have achieved—in the majority of cases—some very important social and economic purposes. In collective bargaining, the primary goals have been as follows:

1. to determine the workers' share of the "economic pie" as a result of bargaining within an individual company or industry, but with ultimate implications for the total economy;
2. to stabilize employer-union relationships for a given period through a collective agreement, allowing management to plan operations with confidence during that time; and
3. to decide from time to time which facets of the work-life of employees should come under the collective agreement and thus be subject to bilateral control.

In broad terms, the processes for handling grievances have achieved the following primary objectives:

1. the dissemination of justice under the terms of the agree ment; this is of vital significance to workers;
2. the preservation of stability in the employer-union rela tionship; this is of primary importance to management; and
3. the discovery in application of those problem areas i management-employee relations which the collective agreemen has not adequately covered; presumably this is important t both parties.

For their effective operation in achieving the goals of collect ive bargaining and grievance handling, the methods we hav developed depend on a reasonable balance of power betwee employer and union that provides an equilibrium for self determination. In other words, our voluntary processes c collective bargaining and grievance handling work reasonabl well for the most part when each side respects the power an legitimate role of the other. Starting from such an "arme truce" relationship, it has become possible for a company an a union to create between them a fine balance of contacts tha enables them to make reasonable progress in goal achievemer as outlined above. In the language of this age of computers, thi is the "model" for collective bargaining and grievance handlin in Canada on the individual enterprise level.

Although this model pinpoints the central functions an relationships, it cannot include the many details of collectiv bargaining and grievance handling in real life, nor can it con sider the amazing complexity of checks and balances require to maintain equilibrium. Details vary in every situation, and w tend to rely upon legal and economic expertise to interpret thes in a given circumstance. We are not as prone, however, t recognize the importance of the many small groups or commit tees, composed of representatives of both sides, whose respon sibility it is to "police" the main processes. Each of these sma groups becomes a self-contained "system" that has a facilitatin

Prof. Brookbank

ct on one or more aspects of the processes of collective gaining and grievance handling. As defined by French, a em is "a particular linking of components which has a litating effect, or an intended facilitating effect, on the rying out of a process."

et us suppose, for example, that there is a clause in the eement that sets forth the rights and responsibilities of both npany and union members in the event of worker displace- nt through automation. Although the agreement provides delines, each displaced worker must make a degree of indi- ual adjustment to them. Handling such details becomes the ponsibility of a small group composed of company and union resentatives who develop a sense of teamwork in the course handling many cases. Without systems like these, which can n facilitate the conclusion of agreements as well as the inistration of them, the purposes of our two major pro- ses would not be accomplished so effectively.

The importance of these continuing systems, of which there thousands throughout the country, in maintaining a reason- e degree of equilibrium in our labour-management processes —in my opinion—been grossly underestimated. This may be in part to our pre-occupation with the legal and economic eria that are usually more visible in labour-management flicts. It any event, if we continue to ignore their importance we try to analyze present problems and develop solutions for m, we run the risk of jumping "out of the frying pan into the ."

We must remember that these systems, both formal and ormal, have developed in support of a model of collective gaining and grievance handling based on the voluntary asso- ion of employers and unions, and in situations where the wer of one side reasonably balances the power of the other. e pattern works best where system members are motivated— ough a cumulative increase in their feelings of involvement l achievement—to handle problems or deviations construct- y, and often to anticipate and resolve crises before they crystallize. This kind of motivation is not generated by fear or compulsion.

The model is relatively simple, but the real-life situation is very complex. A major change in any point in this process-systems continuum—by legislation or otherwise—stands a very good chance of causing disruption and adversely affecting motivation by forcing change in other related parts, thereby destroying an equilibrium that has been responsible for the success of our present pattern, imperfect though it may be.

At this point in time, most people are more concerned with the imperfections of the Canadian pattern than with its achievements. There are four problem areas in particular that reflect imperfections and demand the attention of governments, federally and provincially. They include the following:

1. illegal work stoppages, particularly those that violate agreements, disrupt stability, and place production deadlines and profits in jeopardy;
2. legal strikes of large magnitude, long duration or affecting "essential" services, any or all of which can have serious implications for the public interest;
3. the need for increased productivity and efficiency in the face of expanding foreign competition, coupled with the need for higher incomes for the work force in all industries and geographic areas; and
4. the reduction of unemployment, particularly that which arises from worker displacement through automation and technological change.

Let us consider each of these problem areas from the model, process and system viewpoint developed previously.

In the short run, the adverse effects of illegal work stoppages are felt most severely by management, because they undermine those collective bargaining objectives, such as stability, that are most important to employers. In the long run, however, the sustained or increased frequency of illegal work stoppages will produce equally negative results for unions, because they break the ground rules established between the parties for reaching agreement and handling grievances. Erratic and seemingly irresponsible behaviour disrupts not only the processes of the model, but also its thousands of systems, with the result that new kinds of checks and balances enter the picture, and the general pattern begins to change—with or without legal controls.

For example, the management of a company that is frequently the target of illegal work stoppages will soon lose confidence in the union leaders with whom it has been negotiating. Depending upon the circumstances and past relationships, one or more of several courses of action may be taken. The employer may become suspicious; militant and even hostile, to the point where all of those areas of contract administration that depend on a degree of mutual trust and flexibility for best results may become stultified. Increased emphasis may be placed on the letter, rather than the spirit, of the agreement. Management may even attempt to circumvent formal union leadership in an effort to reach those responsible for the disruptions. It is also probable that management, perhaps through the appropriate trade or industrial association, will attempt to put pressure on government to legislate controls. If the illegal work stoppages

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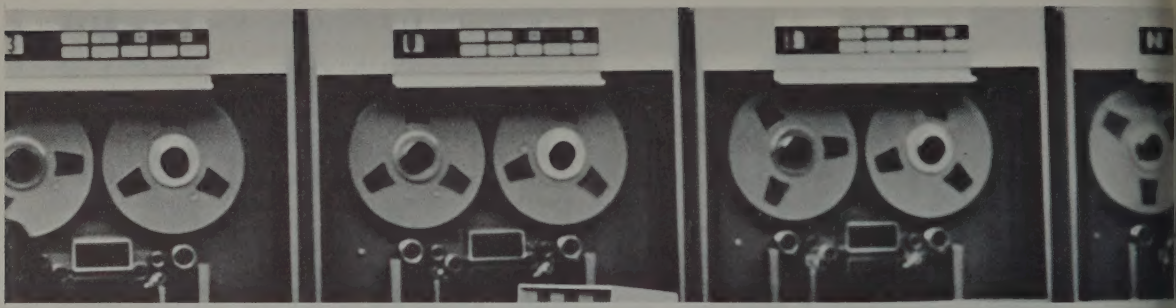


stem from internal malfunction of the employer-union pattern, legislation may control the effects of stoppages without confronting the causes. In that event, it could be more harmful than helpful to the long-term employer-union relationship.

Generally speaking, illegal work stoppages therefore pose a greater threat to the internal pattern of employer-union relations, and to the important goals that are achieved by that pattern, than they do to the general public. In the long view, the two parties have much more to lose than does government or the public at large. Is it not reasonable to expect employers and unions to have not only the motivation but also the ability to resolve this kind of problem internally and with better results than could be achieved by the imposition of external controls? Unfortunately, they are not organized for joint consultation at the national level to do this at the present time; in some areas at the provincial level, elementary employer-union organization that might handle this kind of problem is just beginning to emerge.

Large strikes, long strikes and those affecting essential services do not—so long as they are legal—disrupt the established pattern of labour-management relations in Canada. Indeed, the possibility of strikes and lockouts is always present and constitutes an essential factor in the balance of power from which the model generates its equilibrium and achieves its effectiveness. On the other hand, the adverse effects of these developments are felt more severely by those who have no direct power and influence over the internal relationships. The problem then becomes one of direct concern to government as protector of the public interest if the bargaining parties cannot —or choose not—to meet their larger responsibilities.

The present Canadian model of employer-union relations is not adequate to the task of controlling these problems internally. It is designed to provide a high degree of local autonomy on both sides, but there exists both provincially and nationally an inter-organizational vacuum that makes joint consultation and control at a higher level impossible. If it becomes necessary for government to fill this vacuum—and there seem to be no alternatives on the immediate horizon—then government faces a major challenge. From the viewpoint of systems analysis, that challenge becomes one of developing controls that will effectively resolve the problems without seriously disrupting or destroying the equilibrium of the processes and systems of the existing model.

It is important to acknowledge that, with a few exceptions, government at the federal and various provincial levels has made some progress in this direction, even though much remains to be done. The principle of extending agreements to cover designated industries in geographical areas, the pattern of "ad hoc" intervention in the form of arbitration or the Industrial Inquiry Commission, and the concept of a "cooling off" period before strike or lockout action are all examples of increased control without fundamental disruption of the model. How far these methods can be extended without seriously undermining the premise of voluntary association through power balances remains a question still unanswered. It is my contention that the enactment of Bill 33 in British Columbia, has already moved that province past the point where the equilibrium of the traditional Canadian model can be preserved.

At this point, it may be worthwhile to emphasize that the preservation of our existing model, with its two major processes and the manifold systems that maintain those processes in equilibrium, is not regarded as a necessarily desirable objective in itself. If the systems analysis approach outlined briefly in this article appears unduly academic as a method for coping with current problems in employer-union relations, bear in mind that it attempts to describe a pattern that has been reasonably effective in achieving the important social and economic goals outlined at the beginning. Any pattern which replaces it must do likewise.

Our traditional pattern of employer-union relations has not always resulted in stability. On the contrary, the principle of voluntary association based on a balance of power contains implicit recognition of the fact that short-term stability will sometimes have to be sacrificed in the interests of the long-term achievement of broad social and economic goals. If our objective in resolving present problems is stability at any price, then it becomes important to understand the total implications of that course of action. It is altogether possible that stability—desirable as it is—might be achieved by methods that result in sterility of the traditional pattern.

This brings us to the third problem area mentioned previously—that of increasing our productivity and efficiency in the face of expanding foreign competition. Often it appears to management as if union members are either uninterested in helping to increase productivity or, to make matters worse, are deliberately resisting efforts in that direction. To the unions, it is apparent that increased productivity will mean greater returns to shareholders, but it is not at all apparent that it will benefit the workers who help to achieve it—unless, of course, the union applies extra pressure at the bargaining table. Indeed, union members fear that increased productivity will, as often as not, bring reductions in the work force and unemployment for their union brothers.

In my view, this is the key problem area in Canadian industrial relations today, and it is one that will not be resolved by restrictive legislation that curtails the voluntary use of power by either party. On the contrary, restrictive legislation designed to achieve stability in relation to other problems may inadvertently undermine the capacity of both parties—through voluntary association—to devise methods for achieving increased productivity on a mutually satisfactory basis. It may divert more of the energy and ingenuity of both parties away

positive solutions to the major problem and toward ive attacks upon legal restrictions that curtail traditional om.

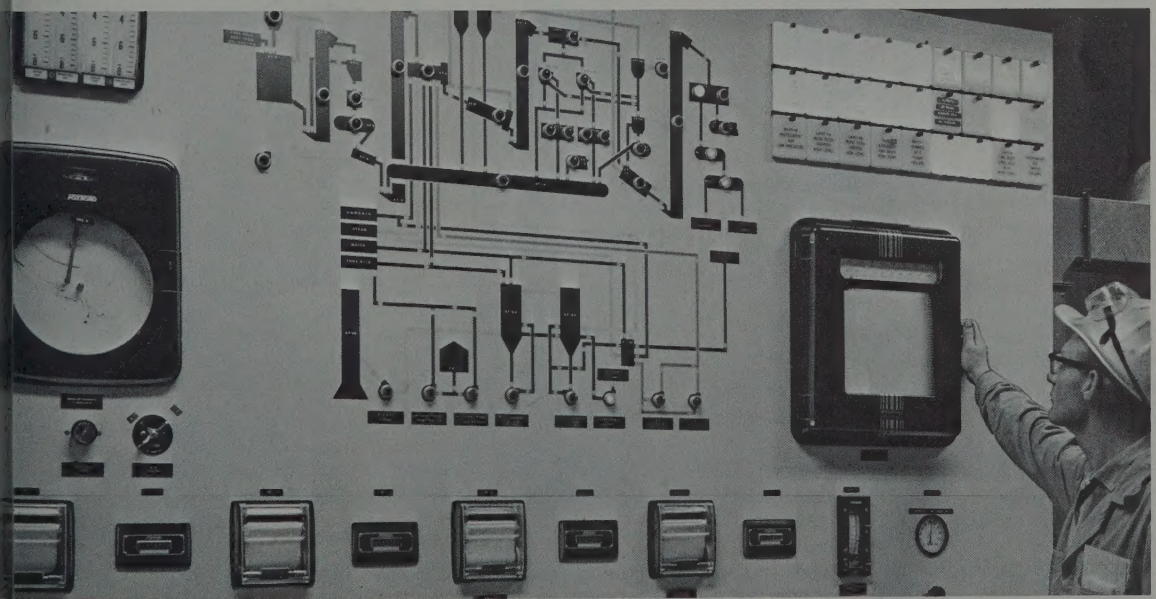
sent man-hour output in Canada is good enough to de us with one of the highest standards of living in the l. This standard has been achieved within the framework bour-management relations based on the principle of tary self-determination through a balance of power. If ctive legislation, introduced into the model for the purpose hieving greater stability, upsets the thousands of systems have made our present rates of productivity possible gh the day-to-day administration of collective bargaining rievance handling processes, then governments responsible at legislation must also devise new ways for increasing s and wages through greater productivity. Aside from the hat replacement—or even policing—of these thousands of tary systems would require personnel and finance far d current government resources, the present voluntary rn of Canadian labour-management relations would be formed unavoidably into one of virtual state control. This be the cost of "stability" at any price!"

us look briefly, from the viewpoint of systems analysis, at urth problem area, that of worker displacement through nation and technological change. In the first place, both s and employers know that automation or technological ge is not a problem; it is a fact of life that gives rise to lems. Without it, we cannot hope to maintain, let alone ase, our present productivity and living standard in the of world competition. The real problem is worker displace- that threatens to deny a fair share of the increased pro- vity through automation to thousands of Canadians who find themselves jobless as a result of it.

Can this problem be handled through our present pattern of determination alone? The answer is no, because certain ts of the problem are provincial or even national in scope, and our labour-management relationships are not yet sufficiently organized for problem-saving and decision-making jointly at those levels. Can the problem be resolved by government legislation at either level? If that means restricting the rights of employers to introduce any form of technological change without union consent, then this arrangement may temporarily eliminate the problem of worker displacement through widespread union resistance to change; but it may produce severe long-term unemployment, resulting from the inability of employers to maintain their international markets against foreign competitors who face no such restrictions. Conversely, if the legal restrictions require employers to accept certain responsibilities for displaced workers while leaving management free to introduce changes, it may be the only solution that provides optimum consideration for both short-term and long-term consequences at the present time.

The best way for employers and unions to cope with the problem of worker displacement is by the insertion of appropriate clauses in their collective agreements, preferably on an industry-wide basis. Experience shows that, although problems of worker displacement have certain characteristics in common, each displaced worker must receive a certain degree of individual attention according to his unique circumstances. It is most often at this level that the thousands of systems that have developed out of our voluntary pattern of self-determination become vitally important. Externally imposed legislation seldom produces the mutual trust and confidence, together with a sense of commitment to a bargain, that is required to produce mutually satisfactory solutions to thousands of individual displacement problems. Neither can these be achieved by academic discussion about the state of the national economy.

This article has been concerned with a systems analysis of the present pattern of labour-management relations in Canada. Among other signs, the analysis indicates that it is time for employers and unions—even more so than government—to



preferable for employers and unions to cope with mation and worker displacement by "the insertion of appropriate clauses in their collective agreements, preferably on an industry-wide basis."

identify the significant weaknesses in their inter-organizational relationships, and to do something about them jointly if they wish to retain control and initiative. This is their primary responsibility to one another and to the general public. If the parties themselves do not take the required action, governments will be pressured into doing so. Although this alternative may become necessary through labour-management default, the best solutions introduced by the wisest governments cannot preserve, let alone extend, a pattern of voluntary self-determination in employer-union relations.

At the provincial and national levels, unions and employers' organizations should be engaging in joint analysis of these problems with a view to extending their scope for self-determination by expanding their currently inadequate model of labour-management relations. Those who will quickly find a thousand reasons why this cannot be done should take a look at recent trends in the construction industry. It is not sufficient, however, simply to analyze the problems; innovations must be made in relation to the total model in ways that will strengthen its processes and utilize its systems toward more effective joint consultation and control at higher levels. This approach demands statesmanship in the top echelons of both groups. If it is not forthcoming, and without delay, senior leaders on both sides will have to share responsibility for the consequences.

Photo by W. E. Shore, St. Catharines

Paper and wood products are among Canada's biggest exports but a great problem in employer-union relations in Canada is the need for increasing our productivity and efficiency in all areas in the face of expanding foreign competition.

ir Canada Strike Averted

strike arising from a dispute between Canada and the Canadian Air Line oyees' Association, which represents t 2,200 ticket agents and switch- l and communication personnel, was ed in December 1968 through the nal intervention of Hon. Bryce casey, Minister of Labour. During ate summer months of 1968, T. B. ae, the Department's Chief Con- ion Officer for the Ontario Region, appointed to deal with the dispute, he made strenuous efforts to bring arties to an agreement. Although his iliation moves were not successful, McRae was able to reduce the great ber of issues in dispute, and he recom- led that a board of conciliation be lished.

e board was fully constituted on ber 28, 1968, at which time the Min- of Labour appointed Judge René é of Montreal as chairman when the r two members, representing union management, failed to agree on the ce of a person to act as chairman. company nominee was H. McD. ks of Montreal, and the union nomi- was D. M. Fisher of Stittsville, Ont. report of the board was sent to the ister on November 27, but it made no mmendations on the issues in dispute. n December 2, the Minister sent rams to Judge Lippé, the board bers and the parties, in which he ucted the chairman to reconvene the iliation board to make a further rt containing recommendations on principal economic and non-economic s. Through such action, the original rt was considered not to have been ved by the Minister until the second rt was made. Judge Lippé, however, me ill and was ordered by his doctor to continue his work on the board. he Minister appointed T. C. O'Connor oronto as chairman to replace Judge pé. Mr. O'Connor opened hearings on ember 6 in Toronto, and these con- ed until December 8. The board urned on December 9 and began ings again in Montreal on December The day before the board met, the n implemented a work-to-rule slow- n.

he board held continuous sessions nning on Tuesday, December 10. On nesday, after all-night negotiations, talks arrived at an impasse, and Mr. kasey entered the dispute at about a.m. on the Thursday. After round- clock negotiations—led by the Min- ister who, according to one report, "negotiated from his bed"—a settlement was reached in the early hours of Saturday, December 14. The Minister was assisted by Bernard Wilson, Assistant Deputy Minister, and Mr. McRae, the conciliation officer earlier in the dispute. The final terms of settlement gave the employees an 8-per-cent-wage increase over a one-year agreement, effective August 1, 1968. Fringe benefits garnered under the new contract included expanded provisions for vacations and statutory holidays.

CBC Dispute Settled

Two days of 24-hour mediation sessions on December 19 and 20, 1968 resulted in the settlement of a dispute between the Canadian Broadcasting Corporation and the National Association of Broadcast Employees and Technicians. The union represents about 1,700 technicians, television cameramen and audio specialists.

When conciliation services by J. S. Gunn, Assistant Director, Conciliation and Arbitration Branch, failed to achieve a settlement, the matters in dispute were referred to a conciliation board. The board was fully constituted by the Minister of Labour when he appointed His Honour Judge Walter Little, of Parry Sound, Ont., as Chairman. He was selected by the other two members of the board, J. W. Healey, Q.C., the corporation nominee, and Miller Stewart, the union nominee.

Several hearings of the board were held during September and October. The report of the Board was received by the Minister on October 22. Because it contained no findings and recommendations, the Minister of Labour requested that Judge Little reconvene the board and make a further report, including recommendations on the principal economic and non-economic issues connected with the dispute.

The parties entered into hard bargaining before the board and, on December 12, produced a unanimous report for the Minister. The report recommended cumulative wage increases of: 7 per cent, effective July 1, 1968; 6 per cent on July 1, 1969; and 6 per cent on July 1, 1970. The term of the agreement was to be for a period of three years from July 1, 1968 to June 30, 1971. The board also made recommendations on other issues.

The board's report was generally acceptable to the corporation and the union, but further discussions broke down on five items, including the application of retroactive wage adjustments. Mediation services were provided by Bernard Wilson, Assistant Deputy Minister of the Department, assisted by Mr. Gunn, who had been conciliation officer earlier in the dispute. All of the outstanding issues were settled, and the parties agreed to enter into a new collective agreement that would implement the specific and general recommendations of the board.

A Busy Year for Conciliators

The Conciliation and Arbitration Branch of the Department during 1968 handled its heaviest case load since the Industrial Relations and Disputes Investigation Act was enacted in 1948. Out of a total of 162 collective bargaining disputes, 129 were handled to finality, of these, 121 were settled without work stoppage, through the efforts of conciliation officers, conciliation boards and departmental mediators. Eight disputes went to the strike stage.

Conciliation officers settled 99 disputes concerning some 11,144 workers in industries governed by federal labour legislation. A further 19,469 workers were affected by 22 settlements reached at the conciliation board stage, in post-conciliation board negotiations, and through the efforts of departmental mediators. The eight strikes involved 3,808 workers. Of these eight, five were subsequently resolved by further mediatory work by the Department.

The major federal work stoppages during the year occurred in the St. Lawrence Seaway and the Lakehead Grain Elevator disputes (L.G., Oct. 1968, p. 587; Dec. 1968, p. 693). The other six concerned minor trucking and bus operations, air line services, flour mills, mining and communications. As of December 31, 1968, thirty-three disputes were in various stages of handling by conciliation officers and boards. The recent settlement between the Canadian Railways and their 75,000 non-operating employees is not included in this summary, as ratification is pending (see page 144).

W. P. Kelly

Preventive Mediation

The signing of the 1969-70 agreement between non-operating employees and the railways has been hailed across Canada as a breakthrough in industrial relations.

THE CORNERSTONE of a new foundation for contra negotiations was laid at the close of 1968 with the signing of memorandum of settlement between seven Canadian railwa companies and their 75,000 non-operating employees. Th settlement was unique because it was the first time in Canadia railway history that an agreement had been signed prior t the expiration of the old one.

The major consequence of this achievement is that, for th first time, Canada avoided what one newspaper columnis termed "the stylized ritual of collective bargaining on th railways that has made a mockery of the bargaining process. This was made possible through a new preventive mediatio service conceived by Hon. Bryce Mackasey, the Minister o Labour, to bring about harmonious settlement of negotiation before they reached the point of becoming protracted dispute or open warfare between opposing parties. The new pla included use of the services of a top mediator, W. P. Kelly Director of the Department's Conciliation and Arbitratio Branch. Mr. Kelly sat in on the railway negotiations from th beginning, and he proved that mediation could help th parties reach settlement and not hinder them or interfere wit the process of free collective bargaining. The plan was complete success, and settlement was reached in less than thre weeks on December 23, 1968, as much as 8 days before th expiration of the existing contract. The new two-year contra will be in effect from January 1, 1969 to December 31, 197

The key provisions of the new agreement deal with jo security and pay. The issue of job security was being negotiate for almost a year prior to the commencement of bargaining Mr. Kelly's only direct involvement in the job security nego tiations was to counsel the parties when the talks ran off th rails a couple of times. His objective was to bring finalizatio to the job security agreement so as to have it completed an signed in conjunction with the master agreement.

The clause ultimately agreed upon is one of the most com prehensive ever negotiated in Canada concerning job securit and technological change. Its provisions cover: labour mo bility and relocation; severance pay; supplementary un employment insurance benefits in the case of both layoff du to loss of traffic, and replacement through technologica change; purchase of houses; and fair market value for house in a community that is becoming a ghost town. The terms ar patterned after the recommendations contained in the Freed man report (L. G. 1966, p. 4) in that they provide alternative in the event of technological change, and include provision calling for negotiation of matters not included in the agreement

The unions had asked originally for a 32-per-cent wag increase over a two-year period. The negotiated settlemen gave the railway workers a wage raise of 6½ per cent effectiv January 1, 1969 and a further raise of 6½ per cent effectiv December 31, 1969. In addition, the fringe benefit provision of the settlement were increased. Henceforth, the full cost o premiums under the employee health and welfare benefit plan will be paid by the companies; previously they had footed 50 per cent of the bill. Also included was an increase of $1000 in the life insurance coverage for employees participating under the benefit plan. Weekly indemnity benefits have been raised

n $55 to $60, and the sum will be payable for 26 weeks
ead of for 13 weeks.
ailway employees will now receive three weeks vacation
pay after 10 years, and four weeks after 18 years. Under
old contract they were given three weeks after 12 years
ice, and four weeks after 22 years. The number of statutory
days has been increased to nine from eight. As for layoffs
ne railway industry, four working days advance notice is
ired when regularly assigned positions are about to be
ished, except in cases where a longer period of advance
e has been specified, and except in the event of a strike in
industry, when as much advance notice as possible will
iven.

otice to bargain was served to the railway companies as
l on November 1 by the eight unions that represent more
75,000 non-operating railway employees. These are the
and women who work in stations, freight sheds, yards
offices. They also include train porters and other em-
ees who are not concerned with the actual running of the
s but without whom the railways could not operate. The
ns were: Brotherhood of Railway, Airline and Steamship
ks, Freight Handlers, Express and Station Employees;
nsportation-Communication Employees Union; Inter-
onal Brotherhood of Firemen and Oilers, Power Plant
rators, Helpers, Roundhouse and Railway Shop Em-
ees; Brotherhood of Railroad Signalmen; United Tele-
h Workers; Canadian Brotherhood of Railway, Transport
General Workers; Brotherhood of Sleeping Car Porters,
n, Chair Car, Coach Porters and Attendants; and Brother-
d of Maintenance of Way Employees. The employers
uded Canada's two major railway companies, Canadian
ional Railways and the Canadian Pacific Railway Company
five smaller ones: Toronto, Hamilton and Buffalo Rail-
; Ontario Northland Railway; Algoma Central Railway;
Midland Railway Company of Manitoba; and the Cape
on Development Corporation (Coal Division).
he difference on this round of negotiations was that the
ies met once and agreed to call in Bill Kelly of the Depart-
t's Conciliation and Arbitration Branch to try out the new
em of preventive mediation. Mr. Kelly met with the
ies on December 5 and set a deadline for the talks on
ember 20. Prior to this, Mr. Kelly had held private meet-
with the vice-presidents of the railways and the union
otiators as far back as October 22 to explore the possibility
olding this type of mediation. The talks continued until
vember 28. It was shortly after this that the two parties
ested Mr. Kelly's services to assist them in their negotia-
s and in the concluding of the collective agreement. This
cedure eliminated the conciliation stage by by-passing the
ciliation officer stage and applying directly for a concilia-
board. The difference was that mediation with Mr. Kelly
substituted in place of the board.
Will preventive mediation spell the end of the "crisis
gaining" that has plagued labour relations in the Canadian
way industry and led to two major national strikes since
rld War II? Crisis bargaining will never be eliminated
rely, Mr. Kelly points out. But labour and management
e now demonstrated that they are capable of sitting down
negotiating a contract without the assistance of a con-
tion board, without government intervention and legisla-
tion, and without precipitating the events that have tradi-
tionally followed in the wake of railway negotiations. The
crowning achievement, of course, is that they have created a
new contract before an existing one expired. Hopefully, Mr.
Kelly says, this precedent in contract settlement between
railway management and the non-operating workers will be
explored by other key industries seeking a catalyst for har-
monious negotiations.

Mr. Kelly explained during a LABOUR GAZETTE interview that the preventive mediation concept is based on the premise that disputes are less difficult to cope with if mediation is begun before the respective positions of the bargaining parties become fixed.

The Department of Labour is now considering the use of specialists in order to bring about a further upgrading in the quality of its conciliation services. These persons would be recruited from outside the Government to augment the services of the Department's field officers, and each one would become an authority on the industrial relations complexities and problems of a specific industry. Their assistance would be offered at both ends of the labour-management bargaining spectrum—consultation and conciliation. Such a staff of skilled mediators would hopefully be able to step into potentially explosive labour disputes at an early date and assist the parties to reach settlement short of the strike stage.

A call for the use of mediation services to help labour and management reach agreement in industrial disputes was contained in a brief presented by the Canadian Railway Labour Executives' Association to the Prime Minister's Task Force on Labour Relations early in 1968. The real impetus to using preventive mediation techniques, however, came from the dire warnings in the press that the "ritual dance" of collective bargaining in the railway industry was about to begin. This provided Mr. Mackasey with the opportunity to make "a trial run of an idea" conceived originally by him to prove that needless conflict in collective bargaining negotiations could be avoided through preventive mediation.

A skilled mediator can assist in negotiations of this type by probing and ascertaining the basic positions of the parties and bring them together, while keeping their formal postures intact. A mediator can accelerate or decelerate the tempo of negotiations, depending on the reigning mood: If the parties reach a deadlock that threatens to disrupt the talks, he can set the issue aside; or he can accelerate the pace and obtain commitment to the proposition of a general settlement. In essence, the job of any mediator is to help opposing forces to negotiate with each other on occasion when tempers are frayed, and to help them reach agreement without leaving "blood all over the floor."

Mr. Kelly has emphasized that the success of mediation services is entirely dependent upon the two negotiating parties. "If you don't have acceptance by the parties, you might as well give up before you start," he said. "You can't force an entry into the situation. I must say that I had complete acceptance from both the railways and the unions — not only at the outset, but also when it was over. In certain critical industries, where there may be some necessity to bring in government intervention if the talks don't lead to agreement, we can help them — not hinder them — with the mediation service."

Auto workers' assistance extended for 18 months

Auto workers adversely affected by the Canada-United States Automotive Agreement will benefit from an extension of the Transitional Assistance Benefit program and a relaxation of the eligibility rules. In an announcement to the Commons on December 18, 1968, Hon. Bryce Mackasey, Minister of Labour, said that the TAB program, which was to have ended on December 31, 1968, will continue for another 18 months until June 30, 1970.

Mr. Mackasey said that an employee would be eligible if he has worked in the auto industry for 16 of the previous 52 weeks, and he would now receive one week of benefit for every two weeks worked during the previous two years.

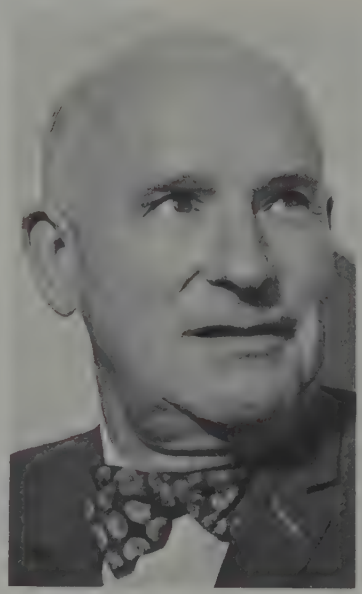
The old formula provided four weeks of benefits to all who had worked 30 weeks in the previous 52, with one extra week of benefit for every additional week worked in the year, and one week for every two weeks worked in the previous year.

"The 52-week maximum benefit is retained but, with the shorter qualifying period, this change will allow a longer benefit period for employees with short service in the industry," the Minister explained. "It is proposed that this change be made retroactive to November 22, 1968."

The final cut-off point for receiving TAB benefit will be June 30, 1973, assuring every worker a three-year eligibility period despite his certified layoff time. Previously, payments were scheduled to end in December 1969, one year after the last date of eligibility. This meant that a worker entitled to draw Supplementary Unemployment Benefit for a year would have to take that first and would not have an opportunity to receive TAB benefits.

It is expected that, in almost every case, TAB will be drawn first as it would be economically advantageous to the employee.

TAB and Unemployment Insurance Benefits together range from 62 per cent (plus an additional 2½ per cent for each dependant) to a maximum of 75 per cent of the employee's previous earnings. The maximum may be as high as 65 per cent of the weekly average of both wages and salaries for the industry as a whole. Although TAB augments unemployment insurance, if an employee's Unemployment Insurance Benefit runs out while he is still entitled to TAB, then the TAB program will pay the whole amount.



Gordon W. Wilson

Department of Labour's Chief Librarian retires

Gordon W. Wilson, Chief Librarian of the Canada Department of Labour for 23 years, retired on January 31.

Born in Perth, Ont., and a graduate of Queen's and Columbia Universities, Mr. Wilson recalls how he bicycled through Hastings County, 30 miles north of Belleville, carrying a 30-pound pack of aluminium utensils to sell to farm housewives.

The year was 1924, he was working his way through university, and he netted a clear $2,000. "Anyone who really wants to go to university can get there," he claims. When Columbia University opened classes in Library Science in 1926, Mr. Wilson was one of the first students to enroll. He received his degree from Columbia in 1927, and spent the next two years on the library staff of the University of Rochester.

In the 1930's, Mr. Wilson taught high school at Ingersoll, Niagara Falls and Ottawa. During the war, he was a physical training and drill officer at RCAF bases in Ontario and Prince Edward Island. A keen athlete, he participated in various sports and won a number of trophies.

His first job with the federal Public Service was in the Library of Parliament, where he served from March 1945 to May 1946. His long service as Chief Librar of the Department of Labour began May 1946.

What he leaves behind is one of most resourceful libraries in the coun an institution capable of supplying, the shortest possible notice, indust relations information required anywh in Canada by labour unions, compan mediators and officials at all levels government.

New York teachers end five-week strike

New York City's 1.1 million pul school pupils returned to classes November 19, 1968 after a five-w teachers' strike involving 50,000 teach It was the third teachers' strike si September 9, 1968.

The dispute was precipitated by refusal of a district governing board Brooklyn to reinstate a group of teachers, members of the United Fede tion of Teachers, whom the board c sidered unacceptable in the predom antly Negro and Puerto Rican distr The union had originally asked for solution of the district and the remo of its governing board, chief administ tor and principals, but it finally sett for removal of those who had activ opposed the return of the union teach and those district teachers who h harassed the UFT members.

Mayor Lindsay and the Board Education had argued that there was basis for removing any of the distri principals until formal charges had b filed and upheld. The Appellate Divis of the Supreme Court, however, uph a lower court ruling that the princip had been illegally appointed by the C Board of Education because regular C Service procedures had not been follow

Three principals were temporarily s pended as a result of the settlement. Ot terms included the state appointment Herbert F. Johnson, an Associate St Commissioner of Education, as trus to oversee the district and assure reinstatement of the union teachers; establishment by the state of a spec committee responsible for protecting rights of teachers and supervisors; a the addition of 10 days to the school y and 45 minutes to the regular school over a 14-week period so that stude could catch up on lost time and teach could catch up on lost pay. The U membership ratified the settlement by vote of 17,658 for and 2,738 against.

onnel involved in the Unemployment Insurance Commission's new approach to manage- include, left to right: Guy Cousineau, Director of Finance and Administration; R. L. tie, Director-General of UIC; John Gifford, Director of Personnel Administration; and Kinsella, Director of Information Services.

ce and wage control : The management view

eople who believe that the Govern- t should intervene in wage and price ements do not understand the work- of our economic system, suggests the adian Manufacturers' Association in ief submitted on November 29, 1968 rime Minister Pierre Elliott Trudeau. ne CMA believes that selective wage price policies abroad have not yet ed valid, and have had only "marginal ts" at best. It stressed the importance ocussing public attention on the im- of government revenue and spending rams, "policies that create the general omic climate of the country and have rvasive influence on the decisions ned by both labour and management e private sector."

comprehensive program involving rnment, business and labour is re- ed, the CMA thinks, to assure nced economic growth with reason- stable prices and high employment s. The main instruments of such a ram should be monetary and fiscal ies, measures that affect interest , credit conditions and money supply, ell as governmental revenues and nditures. To supplement these poli- the CMA suggests that it would be able to have programs promoting nal development, manpower training labour mobility.

The brief supports the Economic Council of Canada's idea of creating a research organization, possibly modelled after the United States Council of Economic Advisers, to study and publicly appraise current developments. The brief suggests that this type of program should include advice to the public on factors contributing to inflation.

The proposed research group would evaluate current wage and price trends and issue periodic statements on what it considers the "acceptable" rates of non-inflationary increases. It would also analyze the economic effects of government taxation and expenditure programs, and study the productivity performance of the economy in relation to wage and price trends.

"It is not true that 'free collective bargaining' is so sacred that it must be preserved even if demands are agreed to on the basis of the employer's ability to pass on the increased cost, thus shifting the burden to the public at large."

Work stoppages, the CMA said, seriously affect the ability of the economy to function and to compete abroad. It urged the Government to review labour legislation with the object of making strikes in the public service unlawful, and minimizing the economic impact of those occurring in the private sector.

UIC conducts a major overhaul

Big changes have been made at the Unemployment Insurance Commission. They include a strong campaign against misuse of funds, an overhaul of the commission's organizational structure, a cut in administrative costs, the use of modern financial management techniques, a new plan for UIC employees, and an intensive educational campaign to familiarize Canadians with their rights and responsibilities under the Unemployment Insurance Act.

To combat fraud, the Commission plans to increase the number of its investigators from 130 to about 255, and at the same time it will be closely checking about 30 per cent of all claims. At present, only about 10 per cent of claims are checked.

The Commission hopes that its new system of benefit control will save the Unemployment Insurance Fund about $3 million by the end of March. In 1970, the investigation program is expected to save the fund about $5 million.

The Commission instituted a mail service for claimants in 1966, thereby saving the UIC about $4 million in administrative costs and speeding up the receipt of benefits. The Commission subsequently began to close many small local offices, the number of which has been reduced from 240 to 70. The present offices are larger and they offer a greater range of services than before. Area managers now have increased authority in their own areas since the Commission decided to group a variety of functions in horizontal clusters across the country rather than large numbers of officers all operating on lines of authority leading directly to Ottawa.

CUPE condemns doctors for upping their fees

The "high-handed and mercenary manner" in which doctors throughout Canada are increasing their fees was condemned recently by the executive board of the 120,000-member Canadian Union of Public Employees.

The Board sent telegrams to all provincial premiers to ask them to investigate the increased rates for doctors' services. "Wage earners have to go through mediation, conciliation and sometimes arbitration to have their pay increased, but doctors can just say they want more money and get it," the Board said. "Why should there be checks on other levels of pay and none on the doctors?"

This an era, the Board said, in which the Government should step in and determine if the rates doctors are asking are just. It pointed out that, in many provinces, people involved in health services are prohibited from striking, and their wages are set by arbitration by a government-appointed body. "The injustice of the present system of allowing complete freedom to the doctors can be seen when one notes that doctors are already the highest paid people in Canada and hospital workers are among the lowest."

Shultz takes over as U.S. Secretary of Labor

George P. Shultz, the new U.S. Secretary of Labor, appointed by President Richard M. Nixon, has strong academic credentials as well as wide experience in labour relations. Dr. Shultz took office on January 20 with the new Nixon Administration.

The 48-year-old secretary received a Ph.D. in industrial economics at the Massachusetts Institute of Technology in 1949 where he also taught industrial relations from 1946 to 1957. He then moved to Chicago University's Graduate School of Business and was appointed Dean of the School in 1962.

Dr. Shultz has served in Washington before. He became a senior staff economist on President Eisenhower's Council of Economic Advisers in 1955, and in 1959-60 he was a consultant to the then Secretary of Labor, Willard Wirtz. In 1960, he became a member of a steering committee studying collective bargaining in the basic steel industry. Dr. Shultz also served as staff director of a national labour policy study by the Committee for Economic Development, a business-sponsored research organization.

In 1961-62, he was a consultant to President Kennedy's advisory committee

George P. Shultz

on labour-management policy and at the time of his appointment, Dr. Shultz was a member of the Illinois governor's committee on unemployment, co-chairman of a business-labour automation committee, a member of various arbitration panels and Director of the National Opinion Research Center in Chicago. Although still Dean of the business school, Dr. Shultz was spending the academic year at Stanford University's Center for Advanced Study in the Behavioral Sciences.

Before taking office, Dr. Shultz announced the appointment of four top aides. James Hodgson, 52, formerly a vice-president of the Lockheed Aircraft Corporation, is now Under Secretary of Labor; Dr. Arnold Weber, 39, formerly professor of industrial relations at the University of Chicago's Graduate School of Business, is now Assistant Secretary of Labor for Manpower; Mrs. Elizabeth Koontz, 49, the first Negro president of the National Education Association is now Director of the department's Women's Bureau; and Dr. Geoffrey H. Moore, 54, formerly vice-president for research for the National Bureau of Economic Research, in New York, is now Commissioner of Labor Statistics.

Job survey shows pay increases

Jobs in 10 major cities surveyed by the Canada Department of Labour show average pay increases of 6.6 per cent in the office worker category, 8.7 per cent for two trade occupations and 9.8 per cent for general labourers. The survey, conducted each year in October, covers the major office occupations of junior typist (female), and junior (female), intermediate (male and female), and senior clerk (male). The trades represented are electrician and mechanic. General labourer groups are also covered.

The average weekly rate paid to a female intermediate clerk was $83 in Montreal, $85 in Toronto and $86 in Vancouver. The average weekly rate paid to male intermediate clerks in these cities was about $10 a week more. For a male senior clerk, the average weekly rate was $124 in Montreal and Toronto and $130 in Vancouver. In absolute terms, the highest average rate for the major office classes was reported in Toronto with $87 a week. Halifax had the lowest rate, $73.

For the trades, on an average hourly basis, mechanics are paid $3.15 in Montreal, $3.22 in Toronto and $3.56 in Vancouver. The general labourer rate is $2.38, $2.26 and $2.77 in each of these cities. Mechanics and electricians in Vancouver, $3.61 an hour, got the highest rate, and those in Halifax, at $2.75, got the lowest. In the labourer category, the highest rates are paid in Vancouver at $2.77 an hour, and the lowest in St. John's at $1.72 an hour.

In the 10 major cities, the preliminary figures indicate that the largest percentage increases occurred in Saint John for both the office occupations and trades with increases of 14.3 and 16.7 per cent. The highest increase for general labourers was reported in Regina with a 16.8 per cent gain. The smallest percentage increases recorded were 3.6 per cent for office occupations in Montreal, 4.8 per cent for maintenance trades in Regina and 2.7 per cent for general labourers in Toronto.

The combined average rate of the 10 cities was $84 a week for the five office occupations, $3.25 an hour for the trades occupations, and $2.35 an hour for the general labourer group.

Public Service accidents cost public $28 million

Accidents to federal Public Service employees last year cost $28,500,000 and resulted in 26 deaths.

According to the 16th Annual Statistical Report prepared by the Accident Prevention and Compensation Branch for the fiscal year ended on March 31, 1968, there were 22,528 injuries on the job, an increase of 2,197 or 10.8 per cent over the 1966-67 period. Some 260,000 employees were covered by the Government Employees Compensation Act during 1967-68, an increase of 18,000 from the previous year.

Claims for compensation, medical and hospital services, administration expenses and salaries in lieu of compensation were increased by approximately $724,000. The known costs amounted to $5,700,000, but because the ratio of indirect costs to direct costs averaged about four to one, the total accident bill amounted to about $28,500,000.

co elected President
borers' union

er Fosco, Secretary-Treasurer of the
ers' International Union of North
ica since 1950, has been elected
lent of the 550,000-member union.
cceeded Joseph V. Moreschi who
etired after serving as president for
ars. The union's executive board
ired Mr. Moreschi by naming him
lent-Emeritus.

ence J. O'Sullivan of San Francisco,
rly vice-president of the ILU,
eded Mr. Fosco as Secretary-
urer.

nan rights director
ts decisive action

isive action now, in the field of
n rights, might help forestall the
f racial strife and divisiveness that
plagued the United States, says
l Hill, Director of the Ontario
n Rights Commission. Speaking to
6th annual fall conference of the
nnel Association of Toronto on
mber 21, 1968, Mr. Hill told mem-
f the group how they might aid in
ruggle for human rights in their
policies. Some of his suggestions
ed: in "help wanted" ads, state
qualified applicants welcome" or
l opportunity employer;"

dvertise job vacancies in minority
nic press;

ake clear to supervisory personnel
our company has an equal employ-
policy and publicize this fact to
yees, employment agencies, unions
e community at large;

ystematically review your employ-
pattern to ensure that your fair
yment policy is being implemented;

ake your employment needs known
nority-group churches, school prin-
teachers, counselors and minority-
organizations;

-evaluate your hiring qualifications
andards at the entry level to assure
ey are in line with actual job per-
nce requirements;

sure that your testing practices are
tmoded or unfair to minorities and
st scores do not become substitute
personal judgment based on an
ant's experience and performance
ur job needs;

ncourage employees who are mem-
f minority groups to participate in
ion and training courses; and

ssign these employees to some
ns where they will have contact
he public.

Mr. Hill stressed the urgency of the problem, especially for the province of Ontario, since the province has experienced a vast change in the make-up of its population during the last 20 years. "The population changes have definitely been reflected in our largest city, Toronto, where inhabitants of British descent dropped from 70 per cent to 40 per cent of the population between 1951 and 1960 . . . Although only 3,000 Negroes were recorded in the 1961 census for Toronto, we estimate that an additional 15,000 Negroes have moved into the city by 1968." The increase of Negro population in Ontario has been brought about by a migration from the Maritimes and from the United States, Mr. Hill said. Furthermore, many of the approximately 70,000 Indians in Ontario are moving from reserves to the urban centres and there is large-scale immigration from Asian countries.

"Therefore, it behooves all of us to be aware of our new racial diversity, to prepare for its increase and to make certain that our programs conform with the underlying principles of justice and democracy . . . that are the very basis of Canadian society."

But Mr. Hill cautioned employers that the Ontario Human Rights Code stresses the principle of merit employment and hopes to eliminate the temptation of some employers to establish quotas based on religion or nationality. And a further purpose of the Ontario legislation is to give the qualified job applicant the opportunity for a proper interview. "We are convinced that some employers who would deny an applicant a job solely on the basis of non-essential questions revealed on an employment application form could be influenced to change by actually interviewing a personable, intelligent and well-qualified individual."

Mr. Hill said that the Ontario code does not restrict the rights of employers to define job qualifications. "It simply requires that these same standards of qualifications for hiring be applied equally to all persons."

The Ontario Human Rights Code forbids an employer to demand documents from a prospective employee that reveal nationality, race or religion. But Mr. Hill went on to say that such inquiries can be made after the applicant has been assured employment.

In conclusion, Mr. Hill stated that the Human Rights Code is much more than a number of laws "designed to deal with a prejudiced minority. It is, rather, a set of inviolable principles to be practised and lived from day to day by all of us; not just because the law requires it, but rather because enlightened social behaviour demands it."

Ontario legislation, Mr. Hill said, is based on the fact that a person is not free if, by reason of his race, colour or creed, he is denied employment or access to services and accommodation that are normally available to the public.

Book examines British productivity experiment

An experiment without precedent or parallel in the history of collective bargaining in Britain is the subject of a comprehensive study by Allan Flanders, Senior Lecturer in Industrial Relations at the University of Oxford.

The report, titled *The Fawley Productivity Agreements* (Faber and Faber Ltd., 22 Russell Square, London), examines the origins of the proposals, the negotiations and the effects of the subsequent agreements between management at the Esso Refinery in Fawley, England and the Transport and General Workers' Union in July 1960.

Employees were offered wage increases of 40 per cent in return for their union's consent to specific changes in working practices that would promote greater efficiency. These changes included a drastic reduction in overtime, some relaxations of job demarcations, and the redeployment of craftsmen's mates. The aim was to raise productivity and distribute its benefits without causing an inflationary rise in costs.

The negotiations leading up to the signing of the agreements were as unusual as the agreements themselves. Management submitted to union officials a "Blue Book" describing the changes it proposed to make. The book, with its appendices, was 88 pages. The author delved into the principal features of labour relations at Fawley after the opening of the new refinery in 1951. This was necessary for an understanding of the Blue Book's launching and its reception. The early chapters examined the atmosphere at the plant, and the reasons for creation of the Blue Book.

Others described the course of the negotiations, the difficulties encountered, and the methods used to counteract the problems, and included an account of the 1962 productivity negotiations as a prerequisite for judging the effects of the 1960 agreements. Closing chapters provided a general assessment of the results and considered whether the Fawley experience had any lessons to offer British industry in general.

As a detailed case study of the forces at work in one industrial establishment, the book will interest not only people concerned with collective bargaining, but those who like to delve into the sociological aspects of industrial relations.

Domtar strike ends and CNTU pays fines

The violent six-month-long strike against Domtar Pulp and Paper Products Ltd. is over. The men went back to work at two company kraft paper plants in Windsor and East Angus, Quebec on January 26, 1969.

The strike ended with the CNTU and union members paying about $40,000 in fines and damages. The CNTU agreed to pay the company $20,000 compensation for damage caused when armed strikers took over the plants in November 1968. Domtar dropped any further proceedings against the union and dropped its plan to dismiss five strikers. The CNTU is also paying the fines imposed on 31 strikers and two union officials found guilty of contempt of court for violations of strike injunctions. The return to work had to take place gradually. After the long strike, much maintenance work was needed, and damaged paper machines and electronic instrument controls needed repairing.

The new contract provides for a total increase of 30 cents an hour in three installments over the 30-month contract plus higher premiums for night shifts, and pay adjustments averaging six cents an hour for tradesmen. Instead of a retroactive wage increase, workers will receive a $65 payment. Domtar claimed that it would cost $100,000 to repair all the damage caused during the strike, and that it would be impossible to estimate sales losses. In most cases, when a strike has been settled, the employer withdraws charges and abandons prosecution but in the Domtar case, five criminal charges were also placed before the courts. These charges were based on alleged damage of private property. All five strikers pleaded guilty and were given suspended sentences.

Night work permitted for women in Quebec

An amendment to the Industrial and Commercial Establishments Act of Quebec, effective December 18, 1968, permits women who are 18 years of age or over, to work at night in industries that have established a need for night work, and have obtained a permit from the provincial Minister of Labour.

The legislation, Bill 289, states that night work is not to exceed eight hours, and that women should receive the going rate for night employment. Two 10-minute rest periods and a minimum of a half-hour refreshment period are mandatory, as well as "a convenient and secure means of transportation" home if women workers leave before 7 a.m.

Until the legislation was introduced, Quebec was the only province in Canada where provision was not made to permit night work. The minimum age required for employment in industrial and commercial establishments is raised from 14 to 16 years, but the legislation provides for the issuing of permits to students 15 years of age during school vacations.

Working time has been reduced from 10 to eight hours a day and from 55 to 48 hours a week. Authorization for a limited extension of working hours for women, and for boys under 18 years of age, has been increased from six to eight weeks.

The new word in Europe: participation

"Participation" is the new labour-management word in Europe. To some people it means a better flow of information from management to trade unions; to others it mirrors a greater share of the company profits; and to still others it implies a voice in managing the business.

The concept is not new in labour-management relations. The desire of workers to have a greater control over their precarious existence is as old as trade unionism. Works councils in Europe and the "worker-director" in Germany have been designed to achieve this goal. But the search for a more workable scheme has been given new impetus.

In France, where the French labour unions are still fighting for basic trade union rights and meaningful collective bargaining, participation has a long history that started in 1954 when René Capitant, now Minister of Justice, proposed to President Charles de Gaulle the creation of *comités d'entreprises*. But the real involvement in this social reform started in 1959, when the French Parliament ratified an act containing dispensations for companies that freely offered a share-profit program to their employees. In 1965, Parliament ordered a task force to study the problem of participation. The commission report presented in August 1967 was used as the basis for three pieces of legislation, one of which concerned profits and investments. This act came into effect in January.

Four principles are the basis of the new profit-sharing system:

- Profit sharing is obligatory in all companies having more than 100 employees.
- The profit-sharing mechanism is chosen freely by mutual agreement between management and workers.
- The share-profit product is saved. The workers' share, based on the profit of the company after income tax deductions and capital remuneration, must be invested in the same company for at lea five years.
- A system of profit sharing is only first step toward greater worker particip tion in the activities of the company.

The legislation was designed to give profit to the workers and not prevent the getting wage increases. It would bri workers into more active participation the life of the company, and develo better communications between compa and employee. It would also assure th "share-profit savings" are invested in t company at a regular and forseeable ra A recent government release said th participation in business regulated by la and controlled by public authoritie would involve "all personnel in inform tion, studies and debates from which cor the main decisions." Economic and soc participation is also to rest on the electi of worker representatives through a sec ballot and universal suffrage.

How will the workers be involved decision making? There are alrea workers' councils and in many cases uni locals in the plant. The central purpose the newly formed Movement for Parti pation, which has an appeal for worke managers, students and professors, is promote greater involvement not only business, but in all sectors of econom and social life—the universities, the lar agricultural sectors, the liberal profe sions, as well as the plants. The moveme promotes participation of all workers production, capital investment and r sponsibility. It recognizes that worke participation can only succeed if work representatives are given special trainir especially in the field of business manag ment. Whether it will be through orga izations such as this, or through gene meetings of all personnel, is not yet a parent. How the worker representativ will be selected and whether the tra unions will dominate this choice is st open to question. Trade unions may wi to retain their hegemony, but given t pluralistic representation now in force, may well be that elections at large i volving not only the organized worke but all personnel, will lead to a shift representation.

Trade union reactions so far indica that labour in France does not wish to co-responsible for management, but w welcome the opportunity to have a great voice in the direction that management taking, based on better information, a leading to an opportunity to advise business and government policy. Whatev form the government-imposed particip tion will take, it appears that organiz labour should obtain the basic trade uni freedom it is still seeking, and reap t benefits of more meaningful collecti bargaining.

MILESTONES

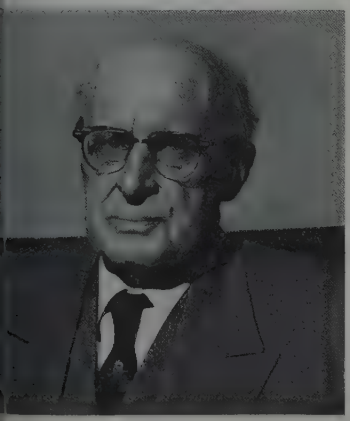
Rand Legacy

Mr. Justice Ivan C. Rand, one of the t distinguished judges in Canada's ory, died on January 2 in London, ., at the age of 84. Mr. Justice Rand a member of Canada's Supreme rt for 16 years, and he could have a member for much longer if Prime ister R. B. Bennett had had his way. Bennett wanted to appoint Mr. d to the bench during his term of e but finally appointed another man.

Mr. Rand had been Liberal Attorney-eral in New Brunswick for a brief in 1924. So, by the time he could become Chief Justice, he had reach-etirement age.

Mr. Justice Rand was born in 1884, in ncton, N.B. After graduation from school, he tried engineering for two s, but switched to law and put him-through Harvard Law School. He admitted to the New Brunswick bar 1912. After serving as Attorney-eral in New Brunswick, he became nsel for the Canadian National Rail-s in Moncton, and in 1933 was named mission counsel for the railway. In capacity, he practised before the reme Court of Canada, the Privy ncil in London, and the Interstate nmerce Commission in Washington. appointment to the Supreme Court made in 1943.

1947, while still a member of the reme Court, Mr. Justice Rand served u special 11-nation commission set up the United Nations to study the Palestine question. He helped to write the majority committee proposal for partitioning Palestine, and the recommendation was accepted by the UN as the basis for establishing the State of Israel.



Mr. Justice Rand

As a Supreme Court Justice, Mr. Justice Rand was the author of more than 600 judgments and his name was given to the formula which he devised in settling the Ford strike at Windsor (L.G., 1946, p. 123). The Rand formula for union dues checkoff was later adopted in the United States, bringing Mr. Justice Rand international recognition. One of his most notable judgments was the disallowance of Quebec's Padlock Law. He ruled that the law was an unjustifiable interference with freedom of speech (L.G. 1957, p. 983).

Mr. Justice Rand retired from the court in 1959 and became the first Dean of Law at the University of Western Ontario, holding this position until 1964. He was called by the federal Government in 1959 to serve as a one-man commission to study the state of the Maritimes coal industry. Some of his major recommendations were implemented by the Government. In 1966 he was named a commissioner to inquire into the conduct of Mr. Justice Leo Landreville of the Ontario Supreme Court. His report was critical of Mr. Justice Landreville's conduct.

In September 1968, Mr. Justice Rand completed his report of the Ontario Royal Commission Inquiry into Labour Disputes (L.G., Dec. 1968, p. 686). At the time of his death, he was heading a commission studying labour law in Newfoundland. As the March issue of the LABOUR GAZETTE was being readied for the press in January, it was announced that the chair of law of the Hebrew University in Jerusalem would be named after Mr. Justice Rand.

Former UIC Director

Robert G. Barclay, former director of insurance with the Unemployment Insurance Commission, died in Toronto January 5, at the age of 73. Mr. Barclay joined the Commission when it was set up in 1940 and retired in 1955.

As Chief Insurance Officer, Mr. Barclay was one of the first officers appointed to the staff of the Commission. On him fell a large part of the task of implementing a new national program of social insurance, a program completely new in Canada. He had to oversee the setting up of a chain of offices for the UIC across Canada and finding staff to man the offices.

Robert G. Barclay

Before he retired, Mr. Barclay was instrumental in preparing a major overhaul of the Unemployment Insurance Act. Since his retirement, he maintained his connection with the Commission as part-time Chairman of the Commission's Toronto Board of Referees which heard appeals in disputed benefit claims.

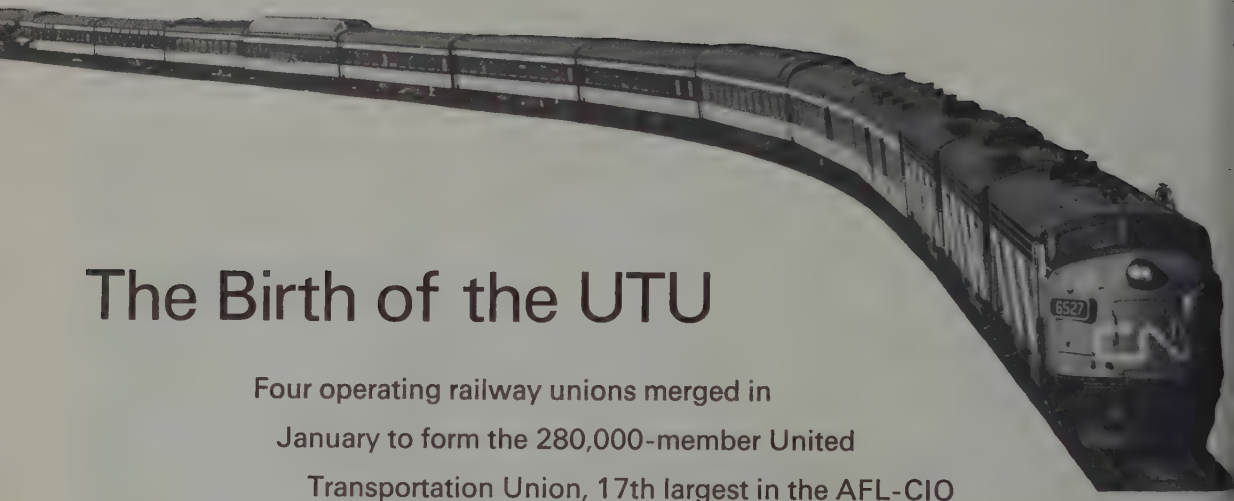
Born in Whitby, Ont., Mr. Barclay served for four years in World War I with the Princess Patricia's Canadian Light Infantry. He served with the Soldiers' Settlement Board for several years after the war.

ILA Vice-President

Gerard Tremblay, International Vice-President of the International Longshoremen's Association for Quebec and the Atlantic Coast region, died on December 21, 1968 in Montreal.

Mr. Tremblay was born and educated in Montreal. After receiving his schooling, he went to work as a docker on the Montreal waterfront, a position he returned to after spending four years in the army during the Second World War.

Mr. Tremblay subsequently became an officer of the ILA and eventually Secretary Treasurer of Local 375. He was elected International Vice-President of the union in 1958, and was in office at the time of his death.



The Birth of the UTU

Four operating railway unions merged in January to form the 280,000-member United Transportation Union, 17th largest in the AFL-CIO

A DREAM, conceived by Locomotive Fireman Eugene V. Debs before the turn of the century, became a reality on December 10, 1968, when four operating railway unions voted to merge into the 280,000-member United Transportation Union. The merger, which was made official on January 1, 1969, joined the Brotherhood of Railroad Trainmen, the Brotherhood of Locomotive Firemen and Enginemen, the Order of Railway Conductors and Brakemen, and the Switchmen's Union of North America. Canadian members of the unions number 27,180, which, along with their American counterparts, will swell the ranks of the UTU to make it the 17th largest in the AFL-CIO organization.

Heading the new union is Charles Luna, 62, who has served since 1963 as President of the Brotherhood of Railroad Trainmen, the largest of the four merging unions. The assistant presidents, who will take office in the new union's headquarters in Cleveland, Ohio, are Clyde Lane, 53, ORC&B; Neil P. Speirs, 55, SUNA; and H. E. Gilbert, 62, BLF&E.

Earlier attempts had been made to unify various railroad unions, but no major move in the operating field had been successful. In January 1968, the presidents of the four uniting unions laid the groundwork at a meeting in Cleveland by agreeing on the basic need to form a single organization. Four senior officers, one from each of the unions, were designated to work out the preliminary details.

In May 1968, each of the unions sent a committee of 10 to Hot Springs, Arkansas, to draft the Unification Agreement and Constitution for the proposed union. The 40-man group laboured nearly five months on the language, and the resulting documents were submitted to the governing bodies of the four unions in late summer. After approval, the Unification Agreement and Constitution were placed before the membership of the four unions in a referendum in October and November.

The chartered accounting firm of Ernst and Ernst was tained as an impartial vote counter, and members mailed t ballots directly to the firm. Although Americans mailed t votes to the Chicago office of Ernst and Ernst, and Canadi to the Toronto branch, the American and Canadian res were blended into a single count. The final vote, released December 10, revealed that a majority of each of the f unions agreed on the need for uniting into one organizati In favour of the union merger were 83 per cent of the B Canadian union members and 87 per cent of the U.S. memb 93 per cent of the Canadian BLF&E and 96 per cent of U.S. members; 75 per cent of the ORC&B; and 69 per cen the SUNA.

C. J. Allen, Canadian Vice-President of the BLF&E will one of the chiefs of his union in Canada. Gordon Gale Winnipeg and George W. McDevitt of Ottawa will repres the BRT.

UTU President Luna said that the new union would w actively on political and social problems related both transportation workers and the broad field of the indust influence on society. Mr. Luna urged more mergers. " invite co-operation, a joint effort and consolidation with ot railroad unions and indeed other transportation unions," said. The 40,000-member Brotherhood of Locomotive gineers did not joint the merger.

Speaking at the 33rd convention of the BRT, held last in Florida, W. P. Kelly, Director of the Conciliation Arbitration Branch of the Department, himself a for Canadian Vice-President of the union, hailed the unificat program of the four railway unions as a milestone. "If ther one thing in which opinion is practically unanimous, it is fact that there are just too many unions in this day of autor tion, computerization and cybernetics. Merger of unions the railway industry is long overdue."

HE BIG FOUR — UTU Pres. Charles Luna (seated) th assistant presidents (l. to r.) H. E. Gilbert, Locotive Firemen and Enginemen; Neil P. Speirs, Switchn, and Clyde F. Lane, Conductors and Brakemen.

Conductors and Brakemen

Clyde F. Lane was President of the ORC&B before the merger. International headquarters is at Cedar Rapids, Iowa. Founded in 1868 and known as the Conductors' Union, the name was changed in 1878 to the Order of Railway Conductors of America. In 1942 the Order of Sleeping Car Conductors amalgamated with the ORC. Contracts for conductors are held on almost all Class I railroads with a General Adjustment Committee on each property responsible for execution of contracts. The GAC chairman is the principal officer of each such entity, and he exercises a high degree of autonomy. Canadian membership is 168.

Railroad Trainmen

Charles Luna, now President of the newly-formed UTU was president of the BRT from 1963 until the merger. International headquarters of the BRT is in Cleveland, Ohio. Present membership is about 200,000; Canadians number 20,653. Organized in 1883, and with a membership of 8,000 by 1886, the union changed its name from the Brotherhood of Railroad Brakemen in 1889. In 1956, the BRT affiliated with the CLC and reached its all-time membership peak of 217,176. Since then, diminishing membership, to less than 200,000, reflected declining employment on U.S. and Canadian railroads. In 1957, the BRT affiliated with the AFL-CIO. As the largest railroad operating union, the BRT represents 55 per cent of all railroad operating employees in the U.S. and Canada. The Brotherhood has 1,100 locals in the U.S. and Canada. The trainmen operate 215,000 miles of railroads in the U.S. and approximately 150,000 miles in Canada.

Firemen and Enginemen

H. E. Gilbert was President, A. M. Lampley was Vice-President and legislative representative in the United States, and D. V. McDuffe, of Ottawa, was Vice-President and legislative representative in Canada. International headquarters is in Cleveland, Ohio. The union was founded in 1873. Contracts covering the employment of enginemen are held by the BLF&E on 167 railroads, eight of which are in Canada. Contracts covering the employment of Firemen, Hostlers and Hostlers' Helpers are held by the BLF&E on 359 railroads, including 17 in Canada. The BLF&E is the largest of the Engine Service (Enginemen and Firemen) Unions, and represents both crafts. Canadian members number 6,332.

Switchmen's Union

Neil P. Speirs was International President. International headquarters is in Buffalo, N.Y. Growing out of a small group of Chicago switchmen in 1877, the union became the Switchmen's Mutual Aid Association of the United States of America in 1886. The present membership is 12,000 with 275 locals in 35 states, and one in British Columbia with 27 members. The SUNA holds contracts for yard switchmen of 35 U.S. railroads. There are no contracts in Canada. U.S. contracts are administered on each property by a General Adjustment Committee whose principal officer is a general chairman. The SUNA's legislative activities are carried on through the AFL-CIO's Committee on Political Education. the SUNA local unions in many instances are affiliated with the AFL-CIO Central Bodies.

Policy Proposals To Combat Price Increases

In a continuing search to find a means of controlling price inflation in the Canadian economy, which has been particularly elusive in recent years, the federal Government's White Paper on *Policies for Price Stability* proposes the creation of a Price and Incomes Commission. Prepared by Hon. Ron Basford, Minister of Consumer and Corporate Affairs, the White Paper examines the problem of rising costs and prices that has emerged in the past few years, and proposes a combination of policies to increase the ability to employ fully the human and physical resources and at the same time, maintain acceptable price and cost behavior.

The Paper rejects the concept of a formal incomes policy for Canada. In describing policies to stabilize prices, it emphasizes that this "would not be an effective way of bringing about an improved reconciliation of high employment and reasonable price stability," as the Economic Council of Canada has pointed out. "Although it is desirable to keep the rate of growth of money incomes from exceeding productivity growth in the economy as a whole, it is neither possible nor desirable to lay down specific guidelines about the shares of national income going to different economic groups."

A trade policy aimed at progressively extending the benefits to be realized from international specialization should help in a very important way to achieve better price performance both by checking cost increases and through increasing exposure to competition. The Kennedy Round of trade negotiations, and other measures in this area, such as the Canada-United States Automotive Agreement, are making it possible for many industries to become more competitive at home and abroad. In addition, the creation of the Department of Consumer and Corporate Affairs should have a moderating influence on the movement of prices "by helping the consumer to play an informed role in the product market."

The paper lists some of the major causes of economic problems facing the nation. The disruptive effects on the economy of rapid rise in costs and prices cause major inequities for those persons living on pensions or other fixed incomes and for those who do not have enough bargaining power to keep up with the rise in their living costs. In the years between 1952 and 1965, the unemployment rate in Canada averaged exactly 5 per cent, with fluctuations as high as 7½ per cent in the short-lived recession during 1957/58. Despite a general easing of demand pressures, supply shortages of manpower and other resources have persisted in particular sectors of the economy and have continued to exert upward pressures on the price level. Some areas of the economy are not subject to the simple mechanism of price competition that operates in a theoretical model. The growing importance of wage and salary bargaining in the public sector, as a factor in the movement of costs and prices, has commanded the attention of many governments, and is a subject to be included in the Prime Minister's Task Force on Labour Relations.

The "new approach" described in the White Paper includes the innovation to set up a new independent public body, to be known as the Price and Incomes Commission. "The major role of the Commission is conceived as one of providing information, education and understanding. Its primary influence should be directed to rallying a strong sense of social responsibility on the part of those making private price and income decisions and in support of the national interest in price stability. But it is also expected to contribute substantially to the evolution of new policies and to the co-ordination and adaptation of many existing policies necessary for good economic management."

The Commission will not be expected to report on the specific price decisions of individual firms or the wage decisions of particular collective bargaining situations. The Paper is vehement in its denial that "the Commission should in any way interfere with the established and recognized processes of collective bargaining. Nor should it relieve management, unions or other parties of their own right to make free but responsible decisions affecting prices and incomes." The Commission will discover, analyze and inform. "It will not play the role of policeman."

To round out this program, the Cabinet Committee on Economic Policy and Programs will continue to keep the problem of inflation under constant review and seek to marshal the varied instruments of public policy in a consistent and co-ordinated way. The third body to participate in the new approach will be a new joint Senate-Commons committee to be known as the Standing Parliament: Committee on Price Stability, Incom and Employment, which would rece the reports of the Commission for revi and discussion and would make reco mendations.

The next step is for the Government "approach leaders of various econor interest groups with a view to setting a series of consultative meetings." addition, it will approach representati of the provincial Governments to change ideas and information on issu arising out of the White Paper and consider the establishment of a feder provincial advisory body to obtain ma mum co-operation with the provinc "In view of Canada's federal system divided jurisdiction, this kind of co sultation and advice will be most imp tant to the success of the Commission."

Insurance Registrations And Other UIC Statistics

On October 31, insurance books contribution cards had been issued 4,828,023 employees who had made co tributions to the Unemployment Ins surance Fund since April 1, 1968. On t same date, registered employers numbe 392,086, a decrease of 1,078 since Septe ber 30.

During October, there were 10,906 i vestigations conducted by enforceme officers across Canada. Of these, 7,3 were spot checks of claims to verify t fulfilment of statutory conditions, and 8 were miscellaneous investigations. T remaining 2,740 were investigations connection with claimants suspected making false statements to obtain benefit

Prosecutions were commenced in 2 cases, all against claimants.* This do not include employer prosecutions com menced by the Revenue Branch.

Punitive disqualifications as a result claimants making false statements or mi representations numbered 805.*

Revenue received by the Unemployme Insurance Fund in October totalle $50,775,779.15 compared with $52,618 682.60 in September and $39,045,966.52 i October 1967.

Benefits paid in October totalle $20,842,852.52 compared with $20,760 907.69 in September and $15,493,858.32 i October 1967.

The balance in the Fund on Octobe 31 was $371,423,119.19 compared wit $341,490,192.56 on September 30 an $346,306,535.27 on October 31, 1967.

* These do not necessarily relate to the invest gations conducted during this period.

rovisions in Major Collective Agreements n Canadian Industries, 1968

art 1 : Union and Employee Security and Other Provisions

The first half of a study of the provisions in collective agreements in Canadian industries was completed recently by the Collective Bargaining Division, Economics and Research Branch, Canada Department of Labour. The results of a similar study conducted in 1965, were published by the Branch in 1966 (L. G. 1966, p. 564; p. 640).

Collective agreements analysed in the 1965 study were those in effect on January 1 1965. Twenty-five provisions based on the analysis of 188 collective agreements in industries with 1,000 or more employees, comprising 505,400 employees in 1965, were covered in the 1965 study.

This new study covers the same agreements as the 1965 study, except for those that expired before January 1, 1968, those that were not settled at the time of the study or were not yet on file, and those that now cover fewer than 1,000 employees.

It deals with 69 provisions, many of these now being analysed for the first time in an all-industries study. The analysis is based on 135 agreements, in effect as of January 1, 1968, covering bargaining units that represent 1,000 or more employees. A total of 421,135 employees were covered by these agreements. Of the 69 provisions covered, 25 are similar to those studied in 1965.

Union Security

The statistical evidence reveals that a substantial number of employers and unions have negotiated some form of union security clause. Such clauses have been found in 73 per cent of the agreements (71 per cent of employees). The breakdown of the union security clauses is as follows: 3 per cent provide for closed shop; 30 per cent provide for union shop; 13 per cent provide for modified union shop; 14 per cent provide for the Rand Formula; and 6 per cent provide for maintenance of membership for present and future members. The remaining 6 per cent of the agreements could not be classified under the above categories and were put together in a separate category as "others."

The union shop is the most common form of union security. The union shop provision is usually designed to cover three classifications of employees:

- those in the establishment who are members of the union upon the effective date of the agreement;
- those in the establishment who are not members of the union upon the effective date of the agreement (who are required to join the union as a condition of employment under a union shop provision, but not required to join under a modified union shop provision); and
- those who are hired by the company after the effective date of the agreement.

The following is a fairly typical union shop clause: "The company agrees that all present employees covered by this agreement except new employees during their probationary period, shall, as a condition of employment, become and remain members of the union in good standing. New employees shall make application for membership in the union on forms furnished by the union at the time of their hiring, and shall become and remain members of the union in good standing as soon as their probationary period has been served." Under this clause, the probationary period prior to obligatory union membership is 30 days.

Next highest in incidence is the Rand formula. This formula requires that all employees within the bargaining unit, union members and non-members alike, must pay the equivalent of union dues as a condition of retaining employment.

The Rand formula was found in 14 per cent of the agreements (14 per cent of employees). A fairly representative clause using the Rand formula read: "No person shall be required as a condition of employment, to become or remain a member of any union or other organization, and no statements or representations to the contrary shall be made. The company shall, during the life of this agreement, deduct as a condition of each employee's continued employment, from the first pay cheque due in each calendar month to each such employee, a sum equal to union monthly dues in the amount certified by the union to the company."

There are relatively few provisions for maintenance of membership for present and future union members. Only 6 per cent of the agreements (6 per cent of employees) in the current survey had provisions for maintenance of membership. The maintenance of membership clause is a limited form of union security, and requires that all union members remain in the union as a condition of employment. It differs from the union shop in that, under union shop, membership in the union is obligatory for all employees.

A great majority of the agreements provided for checkoff in one form or another—that is, the deduction by the employer of union dues from the worker's pay cheque. The total percentage of agreements covering nine different forms of checkoff is 93 per cent (96 per cent of employees).

As might be expected, the most frequent occurrence of the checkoff clause falls in the category of union shop—i.e., 26 per cent of the agreements (33 per cent of employees). The next in frequency was the provision for compulsory checkoff for all employees in open shop—i.e., 19 per cent of the agreements (19 per cent of employees); this category includes cases falling under the Rand formula, as well as other contracts in which union membership is voluntary, which were discussed earlier.

Included among the various categories of checkoff, there are some which provide an "escape clause" such as this one: "On the receipt of written authorization from an employee, the Company will deduct from the employee's pay on the second week of each month the amount due the Union by the employee for Union dues and initiation fees. The Company will transmit to the authorized representative of the Union the total deductions from the pay of all employees who have submitted written authorization, with a list in duplicate for all employees so deducted. An employee may cancel his authorization in the thirty (30) day period prior to the termination of this Agreement."

Only 11 per cent of the agreements (9 per cent of employees) provided for some form of preferential hiring. The term "preferential hiring" in this study means that union members are given a preference in filling vacancies, but that the employer has freedom as to whom he may choose. This situation is different from the closed shop type of union security where the company obligates

Employee Security—Seniority

Provision	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
Seniority on promotion				
No specific provision	22	16	81,867	19
Seniority taken into account together with other factors	53	39	122,992	29
Seniority governs where qualifications to perform the job are equal (or "equivalent")	37	27	119,539	28
Seniority governs where qualifications to perform the job are sufficient (or "normal," "average")	19	14	90,978	22
Straight seniority	2	2	2,959	1
Other	2	2	2,800	1
Seniority on layoff				
No specific provision	16	12	67,324	16
Seniority taken into account together with other factors	55	41	134,043	32
Seniority governs where qualifications to perform the job are equal (or "equivalent")	15	11	55,713	13
Seniority governs where qualifications to perform the job are sufficient (or "normal," "average")	29	21	108,768	26
Straight seniority	17	13	42,146	10
Other	3	2	13,141	3

Employee Security—Seniority

Provision	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
Retention of seniority during term of layoff				
No specific provision	26	19	93,099	22
12 months or less	44	33	128,665	31
13-24 months	18	13	46,752	11
25-36 months	4	3	9,388	2
Over 36 months	1	1	1,170	—
Graduated according to length of service maximum 12 months or less	2	2	26,500	6
Maximum 13-24 months	8	6	22,392	5
Maximum 25-36 months	10	7	47,959	12
Maximum over 36 months	11	8	23,960	6
Length not specified	11	8	21,250	5
Seniority rights on transfer out of bargaining unit				
No specific provision	127	94	366,813	87
Provision re seniority rights	8	6	54,322	13
Seniority rights on transfer into bargaining unit				
No specific provision	107	79	319,426	76
Retention of seniority Without inclusion of time spent outside bargaining unit	6	4	10,840	3
Plus time spent outside bargaining unit	21	16	89,469	21
Loses seniority with or without specified period of time outside the bargaining unit	1	1	1,400	—

Coverage by Province

Province	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
Newfoundland	4	3	5,182	1
Nova Scotia	4	3	8,682	2
Quebec	48	36	150,208	36
Ontario	37	27	111,423	26
British Columbia	14	10	61,201	15
Manitoba	8	6	12,457	3
Saskatchewan	2	1	4,170	1
Alberta	1	1	1,390	—
More than one province	17	13	66,422	16

Term of Agreement

Provision	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
Under 15 months	8	6	37,946	9
15 to 20 months	4	3	10,345	2
21 to 26 months	48	36	139,181	33
27 to 32 months	11	8	66,659	16
33 months and over	64	47	167,004	40

NOTE: In this study 0.5 per cent or more has been rounded off to the next higher percentage; less than 0.5 per cent has been ignored.

Coverage by Industry

Industrial Group	Agreements 1965 No.	Agreements 1965 %	Agreements 1968 No.	Agreements 1968 %	Employees 1965 No.	Employees 1965 %	Employees 1968 No.	Employees 1968 %
Forestry	8	4	6	4	19,380	4	10,268	2
Mining	11	6	9	7	35,080	7	30,761	7
Manufacturing	94	50	75	55	249,120	49	207,537	49
Transport, storage and Communication	32	17	24	18	103,340	20	78,067	19
Public utility operation	7	4	5	4	18,700	4	19,451	5
Trade	7	4	4	3	17,950	4	15,500	4
Service	29	15	12	9	61,830	12	59,551	14
TOTAL	188		135		505,400		421,135	

Employee Security—Other

Provision	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
tice of layoff*				
No specific provision	80	59	262,184	62
1 day (or less)	4	3	11,182	2
2-5 days	19	14	41,486	10
7-10 days	12	9	18,104	4
14 days	9	7	52,951	13
Graduated	5	4	15,345	4
Other, including cases where notice is provided for, but the number of days not specified	6	4	19,883	5
posting				
No specific provision	72	53	197,081	47
Posting of job vacancies	63	47	224,054	53
erance pay and S.U.B.†				
No specific provision	89	66	288,632	69
Severance pay benefits specified in agreement (no S.U.B.)	28	20	79,181	19
Severance pay fund (no S.U.B.)	4	3	15,000	4
S.U.B. with severance pay	9	7	13,830	3
S.U.B. plans without severance pay	5	4	24,492	6
gth of probationary period fter hiring‡				
No specific provision	34	25	92,026	22
Up to 1 month	18	13	67,846	16
Up to 2 months	24	18	51,013	12
Up to 3 months	37	27	151,182	36
Up to 4 months	4	3	9,380	2
Up to 6 months	10	7	25,118	6
Up to 12 months	2	2	13,000	3
Probationary period varies according to occupation or classification	2	2	4,000	1
Other	4	3	7,570	2
ance notice and or consultation with employee and union prior to introduction of new methods				
No specific provision	99	73	309,030	73
Provision up to 3 months	5	4	13,533	3
Provision from 3 to 6 months	7	5	38,424	9
Others**	24	18	60,148	14

* Excludes notices specifically and clearly provided for permanent gration and adjustments to technological change. Data on notice of yff are on the basis of the number of days stated in the agreement; he may be either working or calendar days.

† "Severance pay" refers to special payments made to employees grated from employment with no expectation of recall. This does not ude such payments as wages owing up to the date of separation, pay eu of notice, pay for unused vacation credits, pension benefits, nent of the employee's equity in a savings or profit-sharing plan, refund of his contributions to a pension fund. S.U.B. refers to supplemental unemployment benefit plans approved by the Unemployment Insurance Commission.

‡ When no distinction was made between working days and calendar days, calendar days were used in computation of probationary period.

** This category includes cases where notice is provided for but period is unspecified.

Union Security

Provision	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
Membership				
No specific provision	37	27	121,132	29
Closed shop	4	3	13,000	3
Union shop	41	30	144,124	34
Modified union shop				
Compulsory membership for new employees and maintenance of membership for others	16	12	33,243	8
No maintenance of membership for others	2	1	12,043	3
Maintenance of membership for present and future members	8	6	24,015	6
Rand Formula	19	14	59,878	14
Other, including revocable compulsory membership	8	6	13,700	3
Checkoff				
No specific provision for checkoff of union dues	10	7	15,184	4
Voluntary				
Revocable at any time	7	5	31,504	7
Irrevocable	13	10	37,523	9
Irrevocable, with escape clause	11	8	35,140	8
Compulsory				
For all union members without closed or union shop	9	6	16,270	4
For all employees in closed or union shop	35	26	140,189	33
For all employees in modified union shop	10	7	28,514	7
For all employees in open shop	25	19	80,285	19
For all employees hired after a certain date	7	5	19,855	5
Other, including other forms of compulsory checkoff	8	6	16,671	4
Preferential hiring				
No specific provision for preferential hiring	120	89	381,595	91
Some form of preferential hiring other than closed shop	15	11	39,540	9
Preferential treatment for union officials in case of layoff				
No specific provision	107	79	358,044	85
For union officials including stewards	28	21	63,091	15

itself to hire and retain in its employ union members only.

An example, under this heading, is taken from one of the agreements analysed: "When hiring help, the Company agrees to give preferential treatment to Union members. To facilitate application of this condition, the Union shall, from time to time, submit to the Companies a list of unemployed Union members with details of their experience."

Employee Security

Those provisions in the collective agreements that enhance workers' job security—i.e., retaining employment or securing occupational advancement, such as seniority on promotion or layoff, advance notice in case of layoff whether due to technological changes or otherwise, severance pay, posting of job vacancies and other closely related provisions—have been grouped together under the heading "Employee Security".

Seniority is an important element in job security. Generally, agreements stipulate a probationary period, after which the employee's seniority usually becomes retroactive to the day of his hiring. A major problem encountered in the analysis of provisions related to seniority on promotion and layoff was the question of the relative importance attached to the ability of the employee vis-à-vis his length of service. This is one issue that was not satisfactorily resolved. It was finally decided to deal with this difficult problem by way of literal interpretation of the agreement clauses. It was assumed that "other" factors did not have a preponderant weight unless words such as "equal", "sufficient" or "normal" appeared in the agreement.

Eighty-four per cent of the agreements (81 per cent of employees) had a specific provision for seniority on promotion. Seniority taken into account with other factors was found in 39 per cent of the agreements (29 per cent of employees). Forty-one per cent of the agreements (50 per cent of employees) had a specific provision where seniority was considered only when qualifications to perform the job were "equal," "normal" or "sufficient."

Eighty-eight per cent of the agreements (84 per cent of employees) had a provision regarding seniority on layoff. The most frequent provision dealing with seniority on layoff resembles the provision dealing with seniority on promotion—namely, seniority taken into account together with other factors. Forty-one per cent of the agreements (32 per cent of employees) fell into this category. Thirty-two per cent of the agreements (39 per cent of employees) had a specific provision where seniority was considered only when qualifications to perform the job were "equal," "normal" or "sufficient."

Because the prospect of layoff constitutes a threat to workers' job security, unions place a considerable emphasis on retention of seniority during the term of layoff. In the survey, it was found that 81 per cent of the agreements (78 per cent of employees) provided for retention of seniority during the term of layoff. The most common provision specified the retention of seniority for twelve months or less during layoff; 33 per cent of the agreements (31 per cent of employees) came under this classification. The next in incidence was 13 per cent of the agreements (11 per cent of employees) specifying retention of more than one year but less than two years. Also, 23 per cent of the agreements (29 per cent of employees) had "retention of seniority during term of layoff graduated according to length of service."

An exception to seniority as a basis for layoff was found in the case of union officials, including shop stewards. Twenty-one per cent of the agreements (15 per cent of employees) contained a specific provision for preferential treatment of union officials in case of layoff. Examples of this type of clause: "Union Committeemen and stewards shall head the seniority lists in their respective departments during their term of office. Such seniority shall apply only with respect to layoffs." And, "Members of the Shop Committee and Executive Officers shall have top seniority by department, provided they are available for and qualified to perform the work."

A majority of the agreements continue to provide for a probationary period after hiring. In the current study, 75 per cent of the agreements (78 per cent of employees) had this clause. In the 1965 study, 73 per cent of the agreements (68 per cent of employees) had similiar provisions. The most frequent probationary period still remains the same—namely, more than two months but less than three months.

Twenty-seven per cent of the agreements (27 per cent of employees) had a provision for advance notice and consultation with employees and union prior to the introduction of new methods. Examples of such a clause are: "If the Company anticipates that the introduction of a new technology in the form of new equipment will result in employees whose immediate jobs are directly altered thereby being placed in a different occupational classification or being removed from their occupational classification due to lack of work, then when the Company knows the changes that are expected to apply to these employees it will arrange for an early discussion of these changes with the Union. Wherever possible this discussion will take place three months in advan of the introduction of such new equi ment. These employees will be notifi by the Company of the changes whi will apply to them." And, "The Compa shall notify the Shop Committee and t Union six months in advance of intent institute changes in working methods facilities which would involve the d charge or laying off of employees."

Forty-one per cent of the agreemen (38 per cent of employees) had a provisi for notice of layoff. This represents increase since the previous study, in 19 which showed that only 33 per cent of t agreements (31 per cent of employees) h such a provision. In the majority instances, the required notice amounts one week or less.

The majority of the employees in th survey were covered by job vacanci posting clauses in the agreements. Fort seven per cent of the agreements (53 p cent of employees) provided for posti of notices of job vacancies so that e ployees might bid for promotion transfer.

In order to guarantee employees income security that is sometimes thre ened by layoff caused by technologic change or other reasons, unions negotia severance pay and supplementary u employment benefit (S.U.B.) clauses modern agreements. Severance pay, al known as separation allowance, is paid an employee who is discharged throu no fault of his own; by its nature it applicable only in case of permane layoff. S.U.B. plans, on the other han provide for weekly benefit payments, su plementing unemployment insurance be efits, for workers whose layoff is eith temporary or permanent in nature.

Thirty-four per cent of the agreemen (31 per cent of employees) contained specific provision for severance pay and/ S.U.B. The majority of these—that is, per cent of all agreements analysed (per cent employees)—had provision f severance pay benefit but no S.U.B. pla A severance pay clause in one of th agreements reads: "Employees who a laid off shall receive one half (½) wee severance pay for each full year service. However, the minimum pay sha be one week and the maximum pay fi weeks of severance pay. The week's seve ance pay shall be based on current hour rate for number of normal weekly hours.

S.U.B. plans with or without severan pay were found in 11 per cent of th agreements (9 per cent of employees This excludes two major auto S.U.I plans because their agreements were n on file at the time the present study wa conducted. There are many other kinds S.U.B. plans varying in scope, eligibility duration and types of benefit.

Part 2 will be published in our April issue.

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A Labour Relations Act For the Construction Industry?

A model Construction Industry Labour Relations Act has been submitted to the federal and provincial governments by the Canadian Construction Association. The Act "is designed to re-establish an equitable balance of power between labour and management during negotiations, and to correct abuses such as illegal work stoppages in the construction industry."

The proposals it contains are the product of the Canadian Inquiry on Construction Labour Relations and the recommendations of H. Carl Goldenberg, Q.C., a Montreal labour relations specialist, and Professor John Crispo, Director, Centre for Industrial Relations, University of Toronto (L. G., April 1968, p. 205).

The model draft legislation seeks to:

- give legal recognition to employer associations under an accreditation scheme as exclusive bargaining agents in the organized sectors of the industry, similar to the certification of unions;
- encourage and strengthen multi-party and multi-trade bargaining;
- speed up and stabilize bargaining procedures;
- ensure freedom of entry to qualified persons in both employer associations and construction labour unions;
- prohibit provisions in about agreements restricting subcontract work to members of a union or an association;
- curtail unlawful work stoppages by stronger dispute-settlement machinery;
- protect employees' freedom of association and the availability of employment outside the union hiring hall system;
- prohibit secondary and product boycotts;
- eliminate excessive and discriminatory initiation fees;
- outlaw feather-bedding practices;
- prohibit strikes and lockouts while collective agreements are in effect; and
- protect construction foremen retaining union membership from union discipline and from pressures while discharging their supervisory responsibilities to employers.

The model would also confer legal status on unions, councils of unions and employers' associations and vest in labour relations boards the power to issue cease and desist orders with respect to unfair labour practices, to award damages resulting from them, and to have their orders enforceable as court orders. Where the parties fail to reach a voluntary settlement, the CCA proposes that machine be set up for the binding settlement jurisdictional disputes without work st pages.

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H. Carl Goldenberg, Q.C.

Prof. John Crispo

Certification of Employer Groups Proposed by CCA Stud

Construction employer groups should form employer associations for their own protection. This is one of the more interesting proposals to emerge from an intensive study on labour-management relations in the Canadian construction industry commissioned by the Canadian Construction Association (L. G. 1967, p. 236; April 1968, p. 205). Titled *Construction Labour Relations* (CCA, $20), the study was edited by H. Carl Goldenberg, Q.C., a Montreal labour relations specialist, and Prof. John Crispo, Director, Centre for Industrial Relations, University of Toronto.

Accreditation or certification of employer associations would prevent individual firms from signing an agreement with a union. Construction employees have often been able to "have their cake and eat it too" by walking off a job and getting work with an individual contractor not involved in the dispute. The pow that comes with accreditation, of cour could be used to restrict competition denying individual firms membership an association. But the Goldenber Crispo recommendations propose th under any accreditation scheme the would have to be legal guarantees th membership would be open to a qualified applicant.

In their conclusions, editors Golde berg and Crispo state that labour, manag ment and government all have a maj role to play in improving industrial rel tions in the construction industry. The is, they said, an obvious need for realignment of union forces and merge with overlapping jurisdiction. Great needed also, is more effective Canadia based machinery for the settlement jurisdictional disputes. They believe th building trade unions should also be pr

red to reassess their attitudes towards ılti-trade bargaining, control over the ing hall, apprenticeship, and other ues. The editors think it desirable for building trades to form a Canadian unterpart of the AFL-CIO Building and nstruction Trades Department in the ited States.

Contractors, too, may be self-critical, y said. Many difficulties blamed on the ons, such as jurisdictional disputes, often caused by faulty initial work ignments. There is also the basic ference in attitudes. Since the construc- n industry is one of the last refuges of free-wheeling entrepreneur, individual- is still a pronounced characteristic of ny contractors. This quality has merit, y said, but it also produces adverse cts. On the one hand, individualism courages the feeling of continuing igation towards workers, resulting in a k of loyalty on their part, the costs of ich could not be minimized. On the er hand, it leads many contractors to glect any commitment towards their de as a whole or towards the industry general. The editors believe that this ne of the key reasons why contractor ociations find it difficult to play a nstructive role in the industry.

Poor management is often a primary se of labour problems, they said, and ployers frequently get the kind of our relations they deserve. In the con- uction industry, management has con- ently neglected the field of personnel d industrial relations. In this important tor of the economy, there are probably more than 100 full-time labour rela- ns officers available to service the sonnel and industrial relations areas. is lack of a professional approach may explained by the small size of most ns in the industry, the editors said, but uld be largely overcome by the forma- n of more effective contractor associa- ns. The failure to create such groups plains some of the problems faced by industry.

Turning to the role of Government, the tors believe that the inquiry con- sively established the need for special our relations legislation in the con- uction industry. The editors support initiative taken in this area by the tario Legislature on the recommenda- n of the Goldenberg Report of 1962. y said that the enactment of a special nstruction industry" section of the tario Labour Relations Act and the ation of a special panel of the Ontario our Relations Board to deal with con- uction cases were logical steps to meet needs of the industry, and they mmended the adoption of similar nstruction legislative and administra- provisions in other provinces and in federal jurisdiction.

Quebec Liquor Board Employees End Strike

Liquor stores in Quebec reopened on Nov. 26, 1968 after a five-month-long strike by 3,000 Quebec Liquor Board employees. Two votes on the settlement were needed to end the strike because the first vote was disrupted in Montreal by men who tipped over tables serving as polling stations and threw ballots into the air. During the second ballot, a squad of police guarded doors leading to polling booths in Montreal.

The employees, affiliated with the Confederation of National Trade Unions, went on strike on June 26, 1968. The workers had originally sought an increase of 35 per cent over three years, but the liquor board held to its offer of 15 per cent in two stages over a three-year contract plus longer hours. The final settlement was in line with the five-per-cent-a-year increase guideline that the Quebec Government had sought to implement in contract negotiations with school teachers and hospital workers.

Before the strike, workers earned an average of $81.63 weekly. Under the new contract, warehouse employees receive a pay increase of 29 per cent; store employees, 26 per cent; and office employees, 23 per cent. The new basic hourly rate for male workers will range from $2.28 to $3.48. Store employees will receive $104 weekly during the second half of the contract period.

Along with the increase, the settlement calls for an extension of the workweek by 2½ hours. Employees will receive a lump sum of from $300 to $375 because the contract will be retroactive to April 1, 1968. It will expire in 1971.

In the agreement, there is also a job security clause. Employees who are laid off by the liquor board and were employed before October 31, 1967 will be given employment in some other government agency.

Quebec Minister without Portfolio Marcel Masse, who is in charge of contract negotiations with civil servants, estimated that strikers had lost about $5 million in wages during the five months. In addition, it was estimated that the Quebec Government lost about $31 million in revenue during the strike.

One result of the strike is a three-man royal commission set up by Premier Bertrand that will look into operations of the Quebec Liquor Board since 1964 and investigate the possibility of turning over the retail sale of bottled liquor to private enterprise. The Premier said that the commission was set up because there had been no review of the board's functions since it was established in 1921, not because of irregularities in the sale of liquor during the strike.

During the strike, quantities of liquor being brought into Quebec from other provinces were seized. Liquor valued at $100,000 was seized in a suburb of Quebec City in early November and six persons and two companies were charged with violating the Quebec Liquor Act.

The effects of the strike spread into New Brunswick where Premier Robichaud was considering an investigation of irregularities in shipments of liquor from a Quebec distillery to New Brunswick Liquor Commission warehouses.

At one point during the strike, a general strike throughout Quebec was proposed by CNTU President Marcel Pepin. Mr. Pepin had talks with Louis Laberge, President of the Quebec Federation of Labour, and Raymond Laliberté, President of the Quebec teachers' union (CEQ) in order to put up a common front in this dispute as in other labour disputes involving the Quebec Government, particularly those involving teachers and hospital workers. In October, a group of dissident strikers demanded an end of the strike. A vote on this was held, but about 72 per cent of the strikers endorsed their leaders' desire to continue the strike.

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Review of 1968—Outlook for 1969

Against the background of a sharp acceleration of the rate of growth of world production and trade, the forward momentum of the Canadian economy picked up significantly during 1968. The year end review of the Minister of Industry and of Trade and Commerce, Hon. Jean-Luc Pepin, stated that the Gross National Product increased by close to 8 per cent during the year. National output in real terms rose by 4 per cent. The growth of demand and output, however, was not adequate to absorb the new productive resources becoming available. Although employment figures rose 2 per cent over those of 1967, unemployment increased as well. Persons without jobs now make up 5 per cent of the labour force, seasonal factors aside.

Total industrial output was up 4.5 per cent during 1968. Manufacturing showed a gain of more than 4 per cent. Motor vehicle assemblies exceeded 1.1 million units in 1968. Output of vehicles and parts combined increased nearly one fifth in the past year and three fifths since 1964. Annual exports of automotive products reached the $2.5-billion mark to become by far the largest single Canadian export. Output of aircraft and parts, another industry heavily involved in two-way trade, was also up substantially in 1968.

Notwithstanding the high cost of mortgage money, about 15 per cent more houses were started during the year, and the value of residential construction was up substantially. Meanwhile, consumer spending has more than kept pace with growth in the economy, reflecting the continuing strong upward movement of personal incomes and sustained consumer buying interest, particularly for durables and services.

Exports in 1968 were up by $2-billion or 18 per cent. Imports also increased. Canada's surplus on merchandise trade rose from 0.5 billion in 1967 to more than $1 billion in 1968, by far the largest trade surplus ever realized in a peace-time year. Canada's position on all current transactions with the rest of the world is now closer to balance than at any time in the past 15 years. The dominant factor underpinning the sharp growth of Canada's exports in 1968 was the accelerated tempo of business in the United States which rose by a spectacular $1.75 billion, or 25 per cent. In Britain, a general policy of demand restraint limited sales expansion opportunities, but exports to this market showed a moderate advance. Exports to Japan, now the third largest market, rose moderately, following a spectacular 45-per-cent growth in 1967.

Automotive products accounted for nearly two fifths of the increase in Canada's exports and an even larger proportion of the rise in imports. Wheat sales on the other hand were lower in 1968.

Looking Ahead to 1969

The report predicted that external market conditions may not be so favourable in the coming year. In the U.S., demand pressures are expected to ease somewhat: this would entail less spectacular growth in sales to this market. In Britain as well as in France, the recent intensification of restraint programs directed in particular toward improvement in external payments positions will dampen for the time being sales expansion opportunities. On the other hand, prospects are good in a number of countries, particularly Japan and West Germany. All things considered, a further growth in exports in the range of 5 to 10 per cent appears to be a realistic expectation for the coming year. The further Kennedy Round cuts, made on January 1 by the U.S. on a broad range of products of interest to Canada, will be helpful.

Hon. Jean-Luc Pepin

Within the Canadian economy, ne growth impetus will be provided by t presently rising trend of capital inve ment. Capital spending in the busine sector is expected to rise by 8 per cent 1969. House building activity also co tinues to point upward. And the consum sector is expected to see a sustain growth of spending on consumer goo and services.

One worrisome feature of the curre economic performance is the persiste upward movement of costs and pric This degree of price increase creat inequities in the distribution of incor (see also p. 154). Clearly, there is a lin to the amount by which domestic co and prices can rise before they start impinge on our exports. Real incon gains for the whole community come on through the more effective use of t nation's resources. It is by directing o efforts to real, as opposed to illusor gains that Canadians will make the mo of the opportunities that lie ahead.

dustrial and Geographic Distribution

Union Membership in Canada, 1968

here were 2,010,000 union members anada at the beginning of 1968. This an increase of 4.6 per cent over the 7 figure. Membership figures are com- d from survey returns obtained by the nomics and Research Branch of the ada Department of Labour from onal and international union head- rters, central labour congresses and pendent local organizations. The data ined in the 1968 survey were pub- ed in Labour Organizations in Cana- 1968, a handbook that contains stical tables on union membership a comprehensive directory of labour nizations active in Canada, together names of their principal officers and lications and the distribution of their ls. The statistical data contained in handbook are Canada-wide totals, ken down by congress affiliation and ype and size of union.

nother survey of individual local ns across the country, made at the nning of each year, provides data for accompanying tables, giving distri- ons of union membership by industry, province and by labour market area. his survey, each local is asked to rt the total number of its members, the industry and location in which or most of them are employed. ough there are cases where a local have members employed in more one industry, the secretary is asked report only the one in which its bership is concentrated. In a rela- y small number of cases, the industry not reported; in addition, a number ocals indicated that their members dispersed throughout several loca-

information for this analysis of union bership was obtained by the Labour Organi- ns Division, Economics and Research ch, Canada Department of Labour, from union secretaries. Their co-operation is fully acknowledged.

tions in different areas or provinces. These locals and their membership are classified separately in the tables.

Distribution by Industry

Table 1 gives the distribution of union membership by industry, on the basis of the DBS Standard Industrial Classification (1960). The data are shown, for the most part, on the "major group" level of industry. In those classifications for which additional useful detail was provided, care has been taken to adhere to combinations of recognized industrial subgroups. For the railway industry, which is not further subdivided in the standard classification system, subtotals are provided to show the division of membership between the operating and non-operating sectors.

Examination of statistics obtained in the survey of local unions in 1967 and 1968 reveals substantial increases in some industrial sectors and decreases in others. The 188,000 union members reported in the service industries in 1968 represents an increase of about 19,000, reflecting substantial membership gains in such areas as health and welfare and education. There were 7,200 more union members reported in the construction industry than in the previous year, and 4,300 more in trade. The total number of union members in manufacturing industries showed little change from the 1967 figure. The largest decrease in membership, 6,700, was registered in the transportation and utilities group; in this group, union membership in water transport and incidental services and in railway transport accounted for most of the decrease. There was also a drop of 3,100 in the number of union members reported in mining compared with the previous year, attributable to decreases in metal mining and mineral fuels. Union members employed in manufacturing accounted for 37.7 per cent of the total in 1968; in 1967 the percentage was 39.5. The service industries have increased their proportion of total union membership from 8.8 per cent in 1967 to 9.4 per cent in 1968.

The information in Table 2 supplements that provided in Table 1. It lists, in alphabetical order, the names of the international and national unions and the independent local organizations that account for more than one tenth of the organized workers within each of the industry groups. All organizations active within any particular industry group are thus not necessarily shown, but only those having more than 10 per cent of the union membership reported in the group.

Geographic Distribution

In Table 3, union membership is shown on a provincial basis, and in Table 4, by labour market area. The boundaries of the labour market areas dealt with in Table 4 are broader than those of the centres for which the areas are named. In general, labour market areas correspond to the areas served by Canada Manpower Centres. In some cases, a labour market area corresponds to the area served by two or more Canada Manpower Centres; these composite areas are identified by an asterisk, and the areas they comprise are listed in the Appendix to Table 4.

At the beginning of 1968, there were almost 9,300 local unions in Canada with a total membership of more than two million. Survey returns were received from a large proportion of these locals; the number that did not reply to the survey is shown in Tables 1 and 3. No corresponding entry for these locals is given in the membership column, because their membership is not known. An adjustment entry indicates the difference between the total membership based on the union headquarters survey and the membership reported by the responding local unions.

TABLE 1—Union Membership by Industry*, 1968

Industry	*Locals*	*Membership*
AGRICULTURE	14	707
FORESTRY†	36	42,026
FISHING AND TRAPPING	11	4,010
MINES	164	54,788
Metals	93	37,833
Mineral fuels	30	8,793
Non-metal	25	7,293
Quarries	13	569
Incidental services	3	300
MANUFACTURING	2,727	757,463
Food	341	73,020
Beverages	74	11,873
Tobacco products	20	6,247
Rubber	47	15,380
Leather	72	12,133
Textiles	155	37,564
Knitting mills	23	3,070
Clothing	114	50,082
Wood	110	43,732
Furniture and fixtures	64	13,045
Paper	336	73,190
Printing and publishing	186	31,916
Primary metals	132	72,577
Metal fabricating	269	45,376
Machinery	116	29,933
Transportation equipment	159	123,201
Electrical products	146	59,400
Non-metallic mineral products	146	21,191
Petroleum and coal products	21	3,682
Chemical products	136	21,521
Miscellaneous manufacturing	60	9,330
CONSTRUCTION	523	216,731
TRANSPORTATION AND UTILITIES	2,171	354,905
Air transport and incidental services	92	10,738
Water transport and incidental services	122	32,728
Railway transport	990	119,623
Running trades	316	31,976
Non-operating employees	673	87,622
Truck transport	51	36,838
Buses and streetcars	60	24,304
Other transport	11	1,828
Storage	25	2,724
Communication	696	78,094
Power, gas and water	124	48,028
TRADE	250	82,711
FINANCE	12	785
SERVICE INDUSTRIES	735	188,24
Education	224	26,25
Health and welfare	282	99,48
Recreational service	87	26,78
Services to business	12	99
Personal services	115	30,35
Miscellaneous services	15	4,37
PUBLIC ADMINISTRATION	1,627	205,99
Federal administration	931	85,86
Provincial administration	65	44,96
Local administration	631	75,16
INDUSTRY NOT REPORTED	33	7,55
ADJUSTMENT ENTRY††		93,81
NO RETURN	970	
TOTALS	9,273	2,009,73

*Based on DBS Standard Industrial Classification (1960) (DBS Cat. No. 12-501).

†Includes some sawmilling.

††This entry represents the difference between total membership as reported in the survey of union headquarters and the total obtained in the survey of local unions.

TABLE 2—Union Representation Within Industry Groups, 1968

Industry Group	*Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in alphabetical order)*
AGRICULTURE	Departmental of Agriculture Component—PSAC—(CLC)
FORESTRY	Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC) Woodworkers' Federation—UCC—(Ind.)
FISHING AND TRAPPING	Native Brotherhood of B.C. (Ind.) United Fishermen (Ind.)
MINES	
Metal	Steelworkers (AFL-CIO/CLC)
Mineral fuels	Mine Workers (Ind.)
Non-metal	Metallurgists and Miners' Federation (CNTU)
Quarries	Cement Workers (AFL-CIO/CLC) National Council of Canadian Labour (Ind.) Steelworkers (AFL-CIO/CLC)
Incidental services	Steelworkers (AFL-CIO/CLC)
MANUFACTURING	
Food	Bakery Workers (CLC) Packinghouse Workers (AFL-CIO/CLC) Teamsters (Ind.)
Beverages	Brewery Workers (AFL-CIO/CL Distillery Workers (AFL-CIO/CL
Tobacco products	Tobacco Workers (AFL-CIO/CL
Rubber	Rubber Workers (AFL-CIO/CLC
Leather	Butcher Workmen (AFL-CIO/CL Clothing Workers Federation (CNTU) Leather and Plastic Workers (AFL-CIO/CLC) Packinghouse Workers (AFL-CIO/CLC) Textile Workers' Union (AFL-CIO/CLC)

Industry Group	*Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in alphabetical order)*
'extiles	Textile Federation (CNTU)
	Textile Workers' Union (AFL-CIO/CLC)
	United Textile Workers (AFL-CIO/CLC)
Knitting Mills	Clothing Workers Federation (CNTU)
	Textile Federation (CNTU)
	Textile Workers' Union (AFL-CIO/CLC)
	United Textile Workers (AFL-CIO/CLC)
Clothing	Amalgamated Clothing Workers (AFL-CIO/CLC)
	Ladies Garment Workers (AFL-CIO/CLC)
Wood	Woodworkers (AFL-CIO/CLC)
urniture and fixtures	Building and Woodworkers Federation (CNTU)
	Steelworkers (AFL-CIO/CLC)
	Upholsterers (AFL-CIO/CLC)
	Woodworkers (AFL-CIO/CLC)
aper	Papermakers (AFL-CIO/CLC)
	Pulp and Paper Mill Workers (AFL-CIO/CLC)
rinting and publishing	Bookbinders (AFL-CIO/CLC)
	Lithographers and Photoengravers (AFL-CIO/CLC)
	Newspaper Guild (AFL-CIO/CLC)
	Printing Pressmen (AFL-CIO/CLC)
	Typographical Union (AFL-CIO/CLC)
rimary metals	Metallurgists and Miners Federation (CNTU)
	Steelworkers (AFL-CIO/CLC)
Metal fabricating	Machinists (AFL-CIO/CLC)
	Steelworkers (AFL-CIO/CLC)
Machinery	Auto Workers (AFL-CIO/CLC)
	Machinists (AFL-CIO/CLC)
	Steelworkers (AFL-CIO/CLC)
ransportation equipment	Auto Workers (AFL-CIO/CLC)
	Machinists (AFL-CIO/CLC)
lectrical products	I.U.E. (AFL-CIO/CLC)
	Northern Electric Employees (Ind.)
	U.E. (Ind.)
on-metallic mineral products	Cement Workers (AFL-CIO/CLC)
	Chemical Workers (AFL-CIO/CLC)
	Glass and Ceramic Workers (AFL-CIO/CLC)
etroleum and coal products	Oil Workers (AFL-CIO/CLC)
hemical products	Chemical Workers (AFL-CIO/CLC)
	Chemical Workers Federation (CNTU)
	District 50, U.M.W.A. (Ind.)
	Oil Workers (AFL-CIO/CLC)
iscellaneous manufacturing	Auto Workers (AFL-CIO/CLC)
	Chemical Workers (AFL-CIO/CLC)
	I.U.E. (AFL-CIO/CLC)
CONSTRUCTION	Carpenters (AFL-CIO/CLC)
	Labourers (AFL-CIO/CLC)
	Plumbers (AFL-CIO/CLC)
TRANSPORTATION AND UTILITIES	
Air transport and incidental services	Air Line Flight Attendants (CLC)
	Air Line Employees (CLC)
	Air Line Pilots (Ind.)
	Machinists (AFL-CIO/CLC)
Water transport and incidental services	I.L.A. (AFL-CIO/CLC)
	Merchant Service Guild (CLC)
	Railway Transport and General Workers (CLC)
	Seafarers (AFL-CIO/CLC)
Railway transport	
Running trades	Trainmen (AFL-CIO/CLC)
Non-operating employees	Maintenance of Way (AFL-CIO/CLC)
	Railway Carmen (AFL-CIO/CLC)
	Railway Clerks (AFL-CIO/CLC)
	Railway Transport and General Workers (CLC)
Truck transport	Teamsters (Ind.)
Buses and streetcars	Public Service Employees Federation (CNTU)
	Transit Union (AFL-CIO/CLC)
Other transport	Railway Clerks (AFL-CIO/CLC)
	Teamsters (Ind.)
Storage	Brewery Workers (AFL-CIO/CLC)
	Railway Clerks (AFL-CIO/CLC)
Communication	Canadian Telephone Employees (Ind.)
	Letter Carriers (CLC)
	Postal Workers (CLC)
Power, gas and water	I.B.E.W. (AFL-CIO/CLC)
	Public Employees (CLC)
TRADE	Retail Clerks (AFL-CIO/CLC)
	Retail, Wholesale Employees (AFL-CIO/CLC)
FINANCE	Commerce and Office Employees Federation (CNTU)
	Independent Local—*La Fraternité des Employés de la Cie d'Assurance-vie La Sauvegarde*
SERVICES INDUSTRIES	
Education	Public Employees (CLC)
	Public Service Employees Federation (CNTU)
Health and welfare	Building Service Employees (AFL-CIO/CLC)
	Public Employees (CLC)
	Service Employees Federation (CNTU)
Recreational services	Musicians (AFL-CIO/CLC)

TABLE 2—Union Representation Within Industry Groups, 1968 (Concluded)

Industry Group	*Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in alphabetical order)*
Services to business	CNTU—Chartered Local
	I.B.E.W. (AFL-CIO/CLC)
	Independent Local—Association of Employees of the Dominion Electric Protection Co.
	Public Employees (CLC)
	Steelworkers (AFL-CIO/CLC)
Personal services	Hotel Employees (AFL-CIO/CLC)
Miscellaneous services	Building Service Employees (AFL-CIO/CLC)
	Office Employees (AFL-CIO/CLC)
PUBLIC ADMINISTRATION	
Federal administration	National Component, P.S.A.C. (CLC)
	National Defence Employees, P.S.A.C. (CLC)
Provincial administration	B.C. Government Employees (CLC)
	Quebec Government Employees (CNTU)
Local administration	Fire Fighters (AFL-CIO/CLC)
	Public Employees (CLC)

TABLE 3—Union Membership by Province, 1968

Province	*Number of Locals*	*Locals Reporting*	
		Number	*Members*
Newfoundland	163	140	24,29
Prince Edward Island	47	45	2,70
Nova Scotia	460	456	57,50
New Brunswick	395	344	39,49
Quebec	2,579	2,237	581,66
Ontario	3,202	2,922	716,16
Manitoba	370	348	72,91
Saskatchewan	378	357	44,49
Alberta	485	471	82,43
British Columbia	918	899	255,41
Yukon and Northwest Territories	29	20	1,061
Two or more provinces*	65	64	37,78
Adjustment entries	182†		93,814
No return		970	
TOTAL	9,273	9,273	2,009,73

* Includes membership of Seafarers, Transportation-Communi tion Employees, United Telegraph Workers and Actors' Equity.

‡ Represents difference between total membership as reported union headquarters and that reported in the survey of local unions.

† Locals reported by union headquarters but for which separ membership data were not obtained.

TABLE 4—Union membership by labour market area, 1968

Labour Market Area	*Locals*	*Membership*	*Areas Under 1,000 Members*
NEWFOUNDLAND			
Corner Brook	34	3,439	
Grand Falls	30	3,559	
Labrador City	6	2,744	
St. John's	85	10,068	
Two or more areas	8	4,485	
PRINCE EDWARD ISLAND			
Charlottetown	35	1,862	Summerside
NOVA SCOTIA			
Amherst	18	1,247	
Bridgewater	17	1,230	
Halifax	159	24,503	
Kentville	31	1,668	Inverness
Liverpool	12	1072	
New Glasgow	60	7,230	Springhill
Sydney	99	15,819	
Truro	23	1,152	
Yarmouth	19	1,058	
Two or more areas	7	1,517	
NEW BRUNSWICK			
Bathurst	41	3,446	
Campbellton	31	3,482	Minto
Edmundston	20	1,437	St. Stephen
Fredericton	46	3,118	Sussex
Moncton	82	7,881	Woodstock
Newcastle	22	2,607	
Saint John	105	13,121	
Two or more areas	7	2,554	
QUEBEC			
Asbestos	13	4,047	
Beauharnois	15	1,646	
Buckingham	14	1,354	
Drummondville	42	3,582	
Farnham-Granby*	77	7,633	
Gaspé*	39	3,871	
Hull* (with Ottawa)			
Joliette	58	4,342	
La Tuque	16	2,052	
Lac St. Jean*	205	24,430	Maniwaki
Lachute-Ste. Thérèse*	55	6,461	Mont Laurier
Montmagny	16	1,587	
Montreal	834	301,527	
Quebec-Levis*	267	43,261	
Quebec-North Shore*	78	13,102	
Rimouski	31	3,208	
Rivière du Loup	32	1,832	
Rouyn-Val d'Or	87	8,053	
St. Hyacinthe	42	6,093	
St. Jean	68	7,752	
St. Agathe-St. Jérôme*	36	3,993	
Shawinigan	52	7,004	
Sherbrooke*	113	18,696	
Sorel	41	5,726	
Temiscaming	10	1,005	
Thetford-Megantic-St. Georges*	48	4,240	
Trois Rivières	85	12,549	
Valleyfield	43	4,874	
Victoriaville	49	6,803	
Two or more areas	37	62,655	

BLE 4—Union membership by labour market area, 1968

Labour Market Area	*Locals*	*Membership*	*Areas Under 1,000 Members*
TARIO			
Barrie	32	2,552	Arnprior
Belleville-Trenton*	72	6,832	Bracebridge
Brampton	42	6,568	
Brantford	64	10,162	Carleton Place
Brockville	24	3,236	
Chatham	27	4,807	Gananoque
Cobourg	26	2,301	Goderich
Collingwood	10	1,359	Hawkesbury
Cornwall	51	6,174	
Fort Frances	20	1,361	Listowel
Fort William-Port Arthur	119	17,521	Parry Sound
Galt	63	6,091	Perth
Guelph	66	7,488	
Hamilton	214	55,578	Renfrew
Kapuskasing	17	5,400	Sioux Lookout
Kenora	32	3,014	Napanee
Kingston	51	11,120	
Kitchener	81	14,850	
Leamington	7	1,067	
Lindsay	19	1,118	
London	113	24,745	
Midland	22	1,250	
Niagara Peninsula*	221	38,368	
North Bay	54	5,322	
Orillia	18	1,141	
Oshawa	68	25,083	
Ottawa-Hull*	227	45,298	
Owen Sound	19	1,304	
Pembroke	36	3,287	
Peterborough	62	9,964	
Picton	9	1,018	
Prescott	12	1,365	
St. Thomas	41	3,769	
Sarnia	44	8,368	
Sault Ste. Marie	69	12,481	
Simcoe	17	1,595	
Smith Falls	24	1,447	
Stratford	38	2,470	Sturgeon Falls
Sudbury*	87	29,109	
Timmins-Kirkland Lake*	78	5,797	
Toronto*	669	249,679	
Walkerton	7	1,625	
Wallaceburg	7	1,625	
Windsor	105	39,002	
Woodstock-Tillsonburg*	32	5,754	
Two or more areas	51	32,451	
NITOBA			
Brandon	37	2,413	Dauphin
Flin Flon	13	2,653	Portage la Prairie
The Pas	18	3,366	
Winnipeg	275	60,377	
Two or more areas	6	3,356	
KATCHEWAN			
Moose Jaw	37	3,501	Estevan North Battleford Swift Current
Prince Albert	41	2,590	Weyburn
Regina	95	14,193	
Saskatoon	104	13,393	
Yorkton	29	2,899	
Two or more areas	18	5,480	
ALBERTA			
Blairmore	11	1,595	
Calgary	142	30,239	
Edmonton	178	36,820	Drumheller
Lethbridge	51	3,265	Edson
Medicine Hat	38	3,005	Grande Prairie
Two or more areas	15	5,653	Red Deer
BRITISH COLUMBIA			
Central Vancouver Island*	74	17,431	Michel
Chilliwack	16	1,291	Cassiar
Cranbrook	26	4,117	Princeton
Dawson Creek	12	5,105	
Kamloops	42	3,588	
Kitimat	3	2,033	
Okanagan Valley*	69	7,766	
Prince George	48	6,832	
Prince Rupert	48	5,402	
Trail-Nelson*	46	6,327	
Vancouver-New Westminster	395	150,482	
Victoria	103	18,516	
Two or more areas	21	24,731	
YUKON-NORTHWEST TERRITORIES			
Whitehorse	28	1,437	

* Indicates labour market area comprising areas served by two or more Canada Manpower Centres. See appendix.

APPENDIX TO TABLE 4—Labour market areas comprising areas served by two or more Canada Manpower Centres.

Labour market areas appear in italics, followed by names of the Canada Manpower Centres in roman type.

QUEBEC

Farnham-Granby: Cowansville, Farnham, Granby. *Gaspé:* Causapscal, Chandler, Gaspé, Matane, New Richmond. *Lac St. Jean:* Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval, Ville d'Alma. *Lachute-Ste Thérèse:* Lachute, Ste Thérèse. *Montréal:* Montréal, Ste Anne de Bellevue. *Québec-Lévis:* Lévis, Québec. *Québec-North Shore:* Baie Comeau, Forestville, La Malbaie, Sept Iles. *Rouyn-Val d'Or:* Rouyn, Val d'Or. *Ste-Agathe-St Jérôme:* Ste Agathe, St Jérôme. *Sherbrooke:* Magog, Sherbrooke. *Thetford-Mégantic-St Georges:* Mégantic, Thetford Mines, Ville St Georges. *Trois Rivières:* Louiseville, Trois Rivières.

ONTARIO

Belleville-Trenton: Belleville, Trenton. *Fort William-Port Arthur:* Fort William, Port Arthur. *Niagara Peninsula:* Fort Erie, Niagara Falls, Port Colborne, St. Catharines, Welland. *Ottawa-Hull:* Hull, Que., Ottawa, Ont. *Sudbury:* Elliot Lake, Sudbury. *Timmins-Kirkland Lake:* Kirkland Lake, Timmins. *Toronto:* Long Branch, Newmarket, Oakville, Toronto, Weston. *Woodstock-Tillsonburg:* Tillsonburg, Woodstock.

BRITISH COLUMBIA

Central Vancouver Island: Courtenay, Duncan, Nanaimo, Port Alberni. *Okanagan Valley:* Kelowna, Penticton, Vernon. *Trail-Nelson:* Nelson, Trail. *Vancouver-New Westminster:* Mission City, New Westminster, Vancouver.

An Alternative to the Industrial Tribunal

A detailed response by management, containing some alternatives to the recommendations in the report of the Ontario Royal Commission Inquiry into Labour Disputes, has been submitted to the Ontario Minister of Labour.

An industrial tribunal modelled after recommendations advanced in the report of the Ontario Royal Commission Inquiry into Labour Disputes (L. G., Dec. 1968, p. 686) should "be limited, for the present at least, to the public sector and should be premised on legislative denial of the right to strike" for public employees. This is the opinion of the Ontario Division of the Canadian Manufacturers' Association as expressed in a brief submitted to the Ontario Minister of Labour on December 19, 1968.

The submission resulted from 11 meetings that the CMA held throughout Ontario, last fall. A special committee of industrial relations specialists used the conclusions reached at these meetings as the basis for a brief in response to Mr. Justice Rand's commission report. The royal commission suggested that an industrial tribunal be established governing all labour-management disputes in the province. But the CMA suggests the retention of free collective bargaining, and a stronger conciliation and arbitration service for private sector labour disputes, rather than a tribunal.

The CMA said in its submission that it regretted that the royal commission report made no reference to the "effective and highly commendable record of the Conciliation Services Branch" of the Ontario Department of Labour. The conciliation service should be removed from the Department of Labour, the CMA says, and permitted to report directly to the Minister of Labour, "much in the way the Workmen's Compensation Board reports through the minister." This new mediation and conciliation service would be able to increase its staff and have its own budget.

The proposed service, the CMA hopes, would have the power to invoke a "cooling off" period, but should not have the power to impose a settlement. "Under our proposed system, the parties would be prohibited from recourse to strike or lockout until the mediation-conciliation process had been exhausted, and the mediation and conciliation service had set a date after which such action would be lawful.."

In the public sector, the CMA wants to see an end to strikes and the introduction of an inquiry commission that "would determine wages and working conditions for tax-supported employees where the two parties failed to agree on settlement of their differences." At first, this commission would be re ponsible for the public service, but later its role could b reviewed for possible extension into other areas "such a municipal services provided by private contractors." The CM adds that it does not share Mr. Justice Rand's "admiration c the recommendations by the Hon. Mr. Justice Freedman o railroad operations" (L. G. 1966, p. 4). And it went on to sa that, although management does have a responsibility to ca about the effect of automation on employees, there should b no legislative restriction on change.

Looking at other aspects of the royal commission repor the CMA maintained that "the injunction is a perfectly straigh forward legal procedure applicable equally to all citizens an is a necessary remedy in any civilized community." Th association would accept the modifications in procedure su gested by Mr. Justice Rand for securing injunctions, "prove that, at the same time, trade unions are recognized as leg entities." The CMA did not agree that the granting of injun tions should be a function of the tribunal as proposed by th Commissioner. "To deal with injunctions in a separate for of labour tribunal merely supports the apparent contentio of labour unions that they are above the law."

As for picketing, the CMA's submission said: "The Ran suggestions that picketing be held to reasonable limits mak nothing but good sense and is worthy of immediate implemen ation by the Government of Ontario through its own legisla tion. . . . We urge the immediate implementation of the Com missioner's recommendation to prohibit secondary boycott and picketing in support of such secondary boycotts. Thes are nothing but unjustified aggressive actions against innocen third parties and should have no place in civilized society."

What was expected and what did result from Mr. Justic Rand's inquiry, the CMA says, was an appraisal of the in dustrial relations system as it operates today, "coupled wit recommendations which it is hoped will serve to make th system function more efficiently and more in tune with th interests of labour, management, and, more particularly, th public at large."

The CMA agreed with Mr. Justice Rand that some of th pressures and problems that led to the inquiry should be th first to be treated in any change. As the brief stated it, "Thos recommendations dealing with picketing, secondary boycotts injunctions and the liability of unions to suit should be give effect without delay. . . . Given these changes in rules an practice, an improved, more balanced relationship woul result, which in turn would permit employers to work wit unions in an atmosphere less highly charged with emotio and more conducive to an equitable settlement of differences."

50 Years Ago

In the Labour Gazette March 1919

company president gives
e company to his em-
oyees, a man loses his job
er a two-week illness, and
e Federation of Western
ostal Employees hold their
st meeting.

n what must have been considered a
st unusual and unprecedented move in
vate industry, the President and co-
tners of the Sewall-Clapp Envelope Co.
Chicago, rewarded their hardworking
f by handing over the control of the
npany to them, reported the LABOUR
ZETTE of March 1919. The employees
ked up more than 90 per cent of all
k and were asked to run the company
mselves. The transfer of the name,
re management and chief ownership
he company, said President Clement
Clapp, "is in the spirit of world
nocracy and the reward of faithful
vice and fealty to duty."

even months after he was hired by a
t manufacturing company at $18 a
k, a man became ill and was confined
bed for two weeks. On his return to
rk he found that in spite of a one-year
tract, another worker had been given
job, and the company offered him
ther one at half the salary he had been
king before. He worked at the second
one day and then brought action
inst the company for breach of con-
t.

The company pleaded that it was necessary to have an inspector constantly at his post. They pointed out that when the worker had returned to the factory they offered him piecework at which he would soon have been earning more than he was paid as an inspector, but that he had preferred to leave the work without a notice of any kind.

The workman's action was dismissed by the Court who claimed that the urgency and importance of the job had justified the company's cancelling of the contract, and the hiring of another inspector. The Court considered also that the man had in fact consented to the cancellation of his contract by accepting the inferior position, and it faulted him for leaving the new job without notice.

The Secretary of the American Federation of Labor stated that in Pennsylvania in 1918 there were 93,036 fewer industrial accidents than in 1917, and 70,772 fewer than in 1916. He attributed the safety record upswing to the Daylight Saving plan in force in 1918, which eliminated from the workday the late afternoon hours when physical energy was at its lowest ebb.

A "handicap bureau" was established by the United States Employment Service of the Department of Labor for the purpose of finding suitable positions for men and women past middle age and for those who, because of a physical disability, have difficulty in finding employment. In Massachusetts, where the work was already under way, the first monthly report showed that 1,367 men and women beyond the prime of life had been placed in good positions. The youngest helped was 50 and the oldest was 72. The Illinois bureau had placed also 412 crippled soldiers.

The first annual convention of the Federation of Western Postal Employees was held at Saskatoon, Sask., on February 10, 1919. The name of the association was changed to "Amalgamated Postal Workers," and it was decided to try to unite all of Canada's postal employees in one body. A committee was appointed to decide upon a type of uniform for carriers, porters and trainmen, and to draw up various rules and regulations in co-operation with the Post Office.

Among the resolutions passed by the convention were the following:

- three months leave of absence with pay should be granted after 10 years service;
- all examination papers should be returned to candidates after correction;
- all postal clerks with 15 years service should be given day hours of duty;
- employees in all offices, urban and rural, should be treated identically;
- railway mail clerks who are members of the union should receive the same recognition as other postal union employees;
- a staff of special delivery messengers should be created and uniformed as carriers, and receive a salary of $600 a year;
- all work in basements should be abolished;
- for the purpose of taking Civil Service examinations, the age of the employee when he enters the post office service should be considered as his age when applying for his examination;
- leave of absence with pay and free transportation should be granted to all officers and delegates attending the annual conventions;
- the Post Office Department should consult with the recognized organizations of the employees before instituting any changes in rates of pay or in working conditions;
- each office with eight or more letter carriers should have a recognized superintendent of carriers taken from the carriers' staff;
- all mail cars should be of the standard steel type, and that old pattern steel cars should be converted to conform to modern requirements;
- railway mail clerks shall not be required to attend to other than the regular duties of mail clerks either in their hours of duty or in their spare time;
- all contracts for clothing and equipment of postal clerks should be given to union firms;
- the Post Office Department should call a conference between the Department and employees for the purpose of drawing up the book of regulations to be published by the Department, instead of the employees forwarding suggestions to the Department on various points and rules;
- a qualifying examination should not be necessary for the promotion of employees now in the service, and
- all members who have been held back by the qualifying examination should be placed in the same position they would have been in had they passed the examination.

The executive were instructed to request from the Government the immediate appointment of a local board of investigation to deal with certain grievances at the Saskatoon office. It was decided to ask that the present system of promotion by annual increases of $100 be continued, provided that the employee was of proven ability, and that after the maximum was reached, that the most efficient employee be placed in charge and granted increased remuneration.

Legal Decisions

The Supreme Court of Canada has quashed an order of the Alberta Board of Industrial Relations certifying a bargaining unit whose scope was outside the union jurisdiction.

The Supreme Court of Canada has ruled that an arbitration board had no authority under a collective agreement to alter a disciplinary decision by management.

Legislation Branch

THE SUPREME Court of Canada decided on October 1, 1968 that the Alberta Board of Industrial Relations had mistakenly determined a union local to be a "proper" bargaining agent for employees who, by virtue of the international union constitution, could not become members of the union. The Board erred in finding that the constitution would permit the general president of the international union to authorize the local to take into membership classes of workers not included in the union jurisdiction defined in the constitution. The Court found this to be an error of law on the face of the record, subject to quashing by *certiorari*.

Trade Jurisdiction

The trade jurisdiction of the Sheet Metal Workers' International Association was set down in its constitution. The union's jurisdiction included "any and all types of sheet metal work and coppersmith work in connection with or incidental to the manufacture, fabrication, assembling, maintenance and repair of automobiles, airplanes, pontoons, dirigibles, blimps and other types of aircraft and equipment, and all types of aircraft hangars" (Art. 1, sec. 5 (s)). On January 29, 1965, the general president of the international association sent a letter to the international organizer in Edmonton, Alta. The letter read:

> Please be advised that you have my permission under Art. 10, Sec. 2 (e) of the International Association's Constitution to organize Auto Body Workers, Motor Mechanics and other Allied Production Workers in the Province of Alberta, and that all such persons are eligible for membership upon application and the payment of the initiation fee which, pursuant to the said section, is hereby set at $1.00.

Local 414 of the Sheet Metal Workers' International Association applied to the Alberta Board of Industrial Relations in June 1965 for certification as bargaining agent for all the employees of Stedelbauer Chevrolet Oldsmobile Ltd., excepting office workers, salesmen and supervisory personnel. After a hearing, the Alberta Board certified Local 414 under the name of "Sheet Metal Auto Body, Motor Mechanics, and Allied Production Workers, Local No. 414, Edmonton, Alberta."

Certiorari Applied For

The Stedelbauer company had objected to the granting of certification when Local 414's application was before the Board, claiming, among other things, that none of the employees in the proposed unit was properly eligible for membership in the Sheet Metal Workers' International Association in view of the definition of that union's trade jurisdiction set down in its constitution. After certification was granted to Local 414, Sheet Metal Auto Body, Motor Mechanics, and Allied Production Workers, the Stedelbauer company applied to the Alberta Supreme Court for a writ of *certiorari* to quash the certificate (L.G. 1967, p. 44).

Reasons for Decision

In accordance with the rules of court for *certiorari* proceedings, the Alberta Board was required to file a return that included all papers and documents touching on the matter. The Board had not given written reasons for its decision on the application regarding the Stedelbauer company, but the same issue had been raised in a previous application for certification made by the Sheet Metal Workers in relation to Turnbull Motors Ltd. The Board's written reasons for decision in the Turnbull Motors case were submitted to the *certiorari* proceedings as being representative of the reasons for decision in the Stedelbauer case.

In the Turnbull Motors case, the Sheet Metal Workers made reference to certain paragraphs of their constitution in support of the claim that the general president had the discretion to allocate trade jurisdictions to a union local, as was done in the letter dated January 29, 1965. Art. 3, sec. 1 reads:

> The General President shall preside at all meetings and Conventions of the Association and at meetings of the General Executive Council. He shall preserve order and, in all cases where the vote is equally divided in a Convention or meeting of the General Executive Council, he shall cast the deciding vote. He shall enforce all laws of the Association, decide all questions of order and usage, interpret and decide all points of law and controversies and decide all constitutional questions.

Art. 3, sec. 2 (g) reads, in part:

> The General President shall have full authority to specify, designate or change the specific territory and classes of work over which each local union or district council shall exercise jurisdiction, to organize and charter additional local unions or district councils in accordance with this Constitution and to determine the specific territory and classes of work over which new chartered locals or district councils shall have jurisdiction. . . .

The Sheet Metal Workers told the Board that, at the 1962 International Convention, representations had been made to the Constitution Law Committee to include "mechanics" in the trade jurisdiction provision (Art. 1, sec. 5(a)) of the constitution and that the Committee and Convention as a whole had decided that it was not necessary to amend the section because "it was provided for in the general part of the constitution." It was also submitted that, since 1956, union locals of the Sheet Metal Workers' International Association had been organized on a production basis, on an industrial basis, and on the basis of plant maintenance.

The Board was of the opinion in the Turnbull Motors case that, in view of the authority vested in the general president under Art. 3, sec. 2(g), that officer had not exceeded his powers in issuing the

arter to Local 414 and in allocating the
ıde jurisdiction set out in his letter of
nuary 29, 1965 to the International
ganizer in Edmonton.

ard Erred

The Alberta Supreme Court, however,
ıs of the opinion that the Board's
cision was wrong. The Court said:

The General President's authority to 'Interpret and decide all points of law and controversies and decide all constitutional questions' . . . cannot reasonably be wide enough to include an altogether different class of workers than that which is originally covered by the Constitution. There can often be difficult questions arising from the interpretation of a Constitution such as this, and it is probably wise that an officer be given the right to decide. But to allow that officer to extend the classes of employees renders the Constitution itself useless. It removes all meaning from the provisions of Section 55(1)(j) of *The Alberta Labour Act*, which defines a 'trade union' as an organization having a written constitution, and from Section 105 of the Act, which requires the constitution to be filed with the Minister of Labour.

The Court found that the Sheet Metal orkers' local did not have a single emoyee in the Stedelbauer unit who could classified within the terms of the ion's written constitution. The author- given to the general president under rt. 3, sec. 2(g) — to specify, designate or ange the specific territory and classes work over which each union local or strict council shall exercise jurisdiction would have to be subject to the rule *usdem generis* '(being of the same kind nature). This would mean that the neral president may designate and alter rritorial jurisdiction, and vary classes of orkers that union locals may include in eir organizations, but the general esident cannot extend the classes of orkers who are not in the general assifications set down in the trade jurisction provision of the Sheet Metal orkers' constitution (Art. 1, sec. 5(s)).

If the action before the Court had been way of an appeal, rather than by way *certiorari*, the Alberta Supreme Court ould have quashed the decision of the lberta Board of Industrial Relations. ıe Court held that an application for *rtiorari* must be grounded on lack of risdiction, on breach of natural justice, on an error on the face of the record. aking the view that, if the Alberta Board ıd erred, it was in respect of a finding of ct, the Alberta Supreme Court did not ant *certiorari*. The error in the finding fact apparently was in the question of hether a majority of the employees in the edelbauer unit had selected the Sheet Metal Workers' Local 414 as the bargaining agent.

Sec. 61 of the Alberta Labour Act (R.S.A. 1955, c. 167) requires the Board, upon receipt of an application for certification of a bargaining agent, to inquire into whether the trade union that claims to have been selected by a majority of the employees in a unit is a proper bargaining agent.

Sec. 63 of the Alberta Labour Act provides:

> If the Board is satisfied
>
> (a) that the applicant for certification as a bargaining agent is a proper bargaining agent,
>
> (b) that the unit of employees is an appropriate unit for collective bargaining, and
>
> (c) that a majority of the employees in the unit have selected the applicant to be a bargaining agent on behalf of the employees of the unit
>
> (i) by membership in good standing according to the constitution and by-laws of the applicant or by having applied for membership and by having paid the initiation fee required by the constitution and bylaws of the applicant on or not longer than three months before the date of the application for certification was made, or
>
> (ii) by the result of a vote conducted or supervised by the Board, of those who were employees in the unit on the date the application was made or such other date as may be fixed by the Board, the Board shall certify the applicant to be a bargaining agent on behalf of the employees in the unit, but if the Board is not satisfied in respect of any of the matters set out in clauses (a) to (c) the Board shall refuse to certify the applicant.

The Alberta Supreme Court apparently decided that the application for membership in Local 414 by a majority of Stedelbauer's employees was sufficient for the purposes of Sec. 63(c)(i), whether or not these employees could obtain membership in the Sheet Metal Workers' International Associaton under the provisions of its constitution. No reference was made to the requirements of Sec. 63(a) that the Board be satisfied that the applicant for certification is a proper bargaining agent.

Order Quashed on Appeal

The Appellate Division of the Alberta Supreme Court agreed with the view of the Court below that the decision of the Alberta Board of Industrial Relations was wrong; moreover, the Appellate Division held that the Board had erred in law on the record (L. G. 1967, p. 582). The error occurred in giving to the word "proper" (in Sec. 63(a) of the Alberta Act) a meaning that it would not bear. The certificatoin order was, accordingly, quashed.

Right of Review

When the Stedelbauer case came before the Supreme Court of Canada, Local 414 did not seriously dispute the conclusion reached by the Alberta Courts in the question of law. Local 414 argued, instead, that the error in law by the Alberta Board of Industrial Relations did not warrant the quashing of the Board's certification order, because the error did not relate to the Board's jurisdiction. In support of this, it was said that the Alberta Board's decision in the Stedelbauer case related to a matter specifically referred to the Board by the Alberta Labour Act; therefore, the decision to certify Local 414 could not be disturbed because there had been an error of law in reaching the decision.

Mr. Justice Martland, speaking on behalf of the Supreme Court of Canada, did not agree. He noted that the Alberta Labour Act does not contain a privative clause such as was referred to in the Supreme Court of Canada decision in the case of *Farrell v. Workmen's Compensation Board* (L. G. 1962, p. 539). Such a privative clause gives to an administrative board exclusive jurisdiction to determine all questions of fact and law, and prohibits removal of proceedings into any Court by an application for *certiorari*. In the absence of the privative clause, the question in this case regarded the extent to which the proceedings of an administrative board may be reviewed by way of *certiorari*.

Mr. Justice Martland was of the opinion that such a review can be made, not only on a question of jurisdiction, but also in respect of an error of law on the face of the record. It was clearly stated in the British case of *R. v. Northumberland Compensation Appeal Tribunal*, (1951) 1 K.B. 711, approved, on appeal, in (1952) 1 K.B. 338, that the decision of a statutory administrative tribunal could be quashed by *certiorari* because of an error of law on the face of the record, although the error was not related to jurisdiction. The *Northumberland* case was referred to in the Supreme Court of Canada decision in the case of *Toronto Newspaper Guild v. Globe Printing Company* (L. G. 1953, p. 1174).

In the British case of *Baldwin & Francis Ltd. v. Patents Appeal Tribunal*, (1959) A.C. 663, the opinion was expressed that:

> Procedure by way of *certiorari* is available both where there has been "excess of jurisdiction" (which is not a very adequate description) and where error of law appears on the face of the record.

The *Northumberland* case applied what had been stated regarding administrative tribunals by the Judicial Committee of the

Privy Council in *R. v. Nat Bell Liquors, Limited*, (1922) 2 A.C. 128. In the *Nat Bell* case, it was said that supervision of an inferior Court by a superior Court covers two points:

— the area of the inferior Court's jurisdiction, and the qualifications and conditions of exercising that jurisdiction; and

— the observance of the law in the course of exercising the jurisdiction.

Error of Law Committed

Mr. Justice Martland agreed with the Alberta Courts in holding that there was an error of law in the Alberta Board's decision in the Stedelbauer case. He said:

> A trade union which seeks to be certified as a bargaining agent must have a written constitution, rules or bylaws which, in addition to setting forth its objects, defines the conditions under which persons may be admitted and continue as members [Sec. 55(1)(j) of the Alberta Labour Act]. In my opinion, when that provision is read along with Secs. 61(a) and 63, the Act contemplates that a trade union, to be a proper bargaining agent, must be one whose objects and membership requirements are in harmony with the interests of the employees in the proposed unit and which permit them to become members of it.

Mr. Justice Martland went on to say:

> The Board was quite properly concerned, in this case, with the matter of the employees' right to membership in the union which had applied for certification. Where it erred was in construing the constitution of the applicant union as permitting its General President to authorize the international organizer to organize a local union, *i.e.*, the appellant union, to take in classes of workers not included in the general classification defined in the constitution of the applicant union. In the result, it certified as a bargaining agent, not the union which had applied, but a local union which purported to have been created by the international organizer of the applicant union by authorization of its General President.

Error on the Record

The Alberta Board's return, required for the *certiorari* proceedings before the Alberta Supreme Court, had included the reasons of the Board in the case of Turnbull Motors Ltd., in which the same issue was raised as in the application for the Stedelbauer unit. The reasons for decision in the Turnbull Motors case were accepted as stating the reasons that had led the Alberta Board of Industrial Relations to grant certification to Local 414 of the Sheet Metal Workers for the Stedelbauer unit. The certification order for Stedelbauer Chevrolet Oldsmobile was therefore one that on *certiorari* could be criticized as one that told its own story. The order could, accordingly, be quashed because of an error of law on the face of the record.

Appeal Dismissed

The appeal by Local 414 of the Sheet Metal Workers' International Association from the decision of the Appellate Division of the Alberta Supreme Court to quash the certification order was dismissed. The Supreme Court of Canada thereby upheld the decision to quash the certification of Local 414 for a unit of employees of Stedelbauer Chevrolet Oldsmobile Ltd. *R. v. BIR (Alta.) et al. ex parte Stedelbauer Chevrolet Oldsmobile Ltd.*, 68 CLLC, para. 14,135; (1968) 65 WWR, Part 6, p. 344.

Supreme Court of Canada

The Supreme Court of Canada decided on October 1, 1968 that an arbitration board set up to deal with grievances over the dismissal of employees had no authority under the collective agreement to alter the disciplinary measures taken by management after it was found that management had proper cause. The Court also stated that arbitration boards established under the Ontario Labour Relations Act are statutory bodies subject to court review by *certiorari*. Under common law, as well, an arbitration board is subject to court review by an ordinary motion to set aside the award of the board.

Employees Dismissed

The Port Arthur Shipbuilding Company discharged three employees for breach of duty. Under an article titled "Management Rights", which was contained in the collective agreement covering these employees at the time of their dismissal, certain prerogatives of management were set out:

> The Union recognizes the Management's authority to manage the affairs of the Company, to direct its working forces, including the right to hire, transfer, promote, demote, suspend and discharge for proper cause any Employee and to increase, or decrease the working force of the Company, provided that the Company shall not exercise these rights in a manner inconsistent with the terms of this Agreement.

In the same article it was provided that an employee who is affected by the exercise of management's authority, and who feels that he has cause for dissatisfaction, may have his complaint dealt with under the grievance procedure.

The three discharged employees launched their grievances under the collective agreement provision that related only to "grievance over discharge":

> In all cases of grievance over layoff or discharge, a written grievance naming the individual grievor must be submitted by the Grievance Committee to Management within two (2) working days after the termination of employment, and the settlement procedure is to continue as specified [in the provisions regarding the institution and conduct of proceedings on arbitration].

The grievances had not been launched under the collective agreement provision relating to "arbitration at large." That provision stated that:

> Any difference arising between the Union and the Company relating to the interpretation, application or administration of this Agreement, or where an allegation is made that the Agreement has been violated, shall be resolved in accordance with the provisions [regarding the institution and conduct of proceedings on arbitration].

There was, too, the general provision that arbitration boards shall not alter, modify, amend or make any decision inconsistent with the terms of the collective agreement.

An arbitration board was eventually set up to deal with the grievances over discharge. The board found that the three employees had stayed away from their employment with the Port Arthur Shipbuilding Company in order to take temporary employment with other employers. Two of the employees had left work before the end of their shifts on April 11, 1966, giving sickness as their reason for so doing. Instead, they both drove to Terrance Bay, Ont., where, according to arrangements they had already made, they worked for F. W. Brunwin Welding Limited on April 11, 12 and 13, 1966. The other of the three absent employees, saying that he intended to take a week off without pay, was away for five days, April 11 to April 15, 1966. During this time he worked for Barnett-McQueen Company Limited at Marathon, Ontario.

In the collective agreement there was express provision regarding leave of absence:

> Leave of absence shall not be granted to any employee for the purpose of engaging in employment elsewhere or to engage in his own business.

A majority of the arbitration board held that the facts did not constitute proper cause for discharge. In place of discharge

the three employees, the board substi-ed periods of suspension from em-yment.

plication to Quash

On application by the Port Arthur ipbuilding Company, the Ontario High urt quashed the arbitration award. The urt's decision was then appealed by the ion representing the discharged em-yees (L. G. 1967, p. 646). The arbi-tion award was restored by a majority the Ontario Court of Appeal. In turn, company appealed to the Supreme urt of Canada, requesting that the tario High Court decision be restored. this appeal, Port Arthur Shipbuilding mpany contended that the arbitration ard, set up to deal with the grievance er discharge, had no power to substi-e suspension for dismissal.

oper Cause Established

To Mr. Justice Judson, speaking for Supreme Court of Canada, it appeared t all three employees were in breach of provision in the collective agreement t prohibited the granting of leave of sence to any employee for the purpose engaging in employment elsewhere. found that the company had the right discharge for proper cause under the anagement rights" article. A dis-arged employee could have his case alt with according to the grievance pro-lure. The only limitation on the power management was that it should not be ercised in a manner insonsistent with terms of the collective agreement; but, Mr. Justice Judson said, "In this case, ere cannot be any suggestion that there s anything in the agreement that the mpany breached."

The task of the arbitration board in s case was, therefore, to determine if ere had been proper cause for dis-ssal. Mr. Justice Judson found that:

The findings of fact actually made, and the only findings of fact that the Board could possibly make, establish that there was proper cause. Then there was only one proper legal conclusion — namely, that the employees had given the management proper cause for dis-missal.

ard Exceeded Authority

Mr. Justice Judson then examined the bitration board's decision to substitute spensions for dismissals. He found that board had not limited its task to termining whether there had been oper cause:

[The board] assumed the function of management. In this case it determined, not whether there had been proper cause, but whether the company, having proper cause, should have exercised the power of dismissal. The Board substituted its judgment for the judgment of management and found in favour of suspension.

He continued by saying:

The sole issue in this case was whether the three employees left their jobs to work for someone else and whether this fact was a proper cause for discipline. Once the Board had found that there were facts justifying discipline, the particular form chosen was not subject to review on arbitration . . . .

Notwithstanding obvious and serious breaches of the collective agreement by these three individuals, the Board has, in effect, said "We will hold that these breaches are not a proper cause for dismissal but call for suspension."

Mr. Justice Judson found that the arbitration board had no power to substitute its own judgment for that of management in the circumstances of this case. If this kind of review was to be given to an arbitration board under the provisions of the collective agreement for grievance procedure, the power should have been in express terms — *i.e.*, that management's authority to demote, suspend or discharge would be subject to full review by an arbitration board. Management would then understand what its position would be. Under the existing collective agreement, however, the arbitration board's power was limited to determining whether management went beyond its authority in this case.

The question before them was, could an honest management, looking at the group of employees as a whole and at the interests of the company, have reached the conclusion that they did? In other words, did management go beyond its rights? There is only one answer to this question and the answer is "No." It was the Board that exceeded its authority in reviewing the decision of management by purporting to exercise a full appellate function.

Review by Certiorari

The question was raised whether the Courts had a power of review by *certiorari* over the award made by the arbitration board in this case. Mr. Justice Judson examined the relevant case law:

It has been made clear that the prerogative writs of prohibition and of *certiorari* do not lie against a non-statutory tribunal. In the British case of *Rex v. Northumberland Compensation Appeal Tribunal; Ex parte Shaw*, (1952) 1 K.B. 338, it was explained that, historically, 'the Court of King's Bench never interfered by *certiorari* with the award of an arbitrator, because it was a private tribunal and not subject to the prerogative writs'.

In another British case, *Regina v. National Joint Council for the Craft of Dental Technicians (Disputes Committee) et al.; Ex parte Neale*, (1953) 1 Q.B. 704, the question raised was whether the National Joint Council was a private arbitration body constituted by agreement or a statutory entity. The Court found no instance in which *certiorari* had been granted against any arbitrator except a statutory arbitrator. A "statutory arbitrator" was defined as "one to whom by statute the parties must resort."

The question was, therefore, whether the arbitration board whose award was the subject of litigation in the case at bar was a statutory body to which the parties to a collective agreement must resort. Mr. Justice Judson said that this would depend on what interpretation is given to certain provisions of the Ontario Labour Relations Act, R.S.O. 1960, c. 202. Sec. 34(1) of that Act states:

Every collective agreement shall provide for the final and binding settlement by arbitration, without stoppage of work, of all differences between the parties arising from the interpretation, application, administration or alleged violation of the agreement, including any question as to whether a matter is arbitrable.

Nine other subsections of Sec. 34 (with the possible exception of the tenth subsection) are directed toward ensuring that the arbitration process is carried through to its conclusion. "Although somewhat general in nature," Mr. Justice Judson said, "they do provide a clear and defined framework within which the parties must conduct the process of arbitration."

Rivando Case

In *Re International Nickel Company of Canada Limited and Rivando* (L. G. 1956, p. 1155), the Ontario Court of Appeal considered these provisions and came to the conclusion that the parties to a collective agreement were compelled to arbitrate their differences. The Court stated that:

Consideration of these statutory provisions makes it abundantly clear that the parties are under compulsion to arbitrate their differences. The parties are directed by statute as to the matters which must be governed by arbitration; they are told that they must abide by the award and they are also told, (a) that if they fail to include in their collective agreement an arbitration provision, then the statutory provisions . . . will form part of their agreement, subject in proper cases to modification of the provision by the Labour Relations Board, and (b) that if they fail to appoint an arbitrator or to constitute a board of arbitration, the necessary

appointments will be made by the Minister of Labour.

. . . It seems . . . that the element and degree of compulsion inherent in The Labour Relations Act [of Ontario] regarding arbitration of industrial disputes establishes the instant board of arbitration as a statutory board. If this be so, then admittedly *certiorari* may issue to it from this Court.

Howe Sound Case

The Supreme Court of Canada referred to the *Rivando* case in *Howe Sound Co. v. International Union of Mine, Mill and Smelter Workers (Canada), Local 663* (L. G. 1962, p. 952). In the *Howe Sound* case the same question as confronted the Ontario Court of Appeal was considered, but the relevant law was that of the British Columbia Labour Relations Act, S.B.C. 1954, c. 17. In deciding that *certiorari* would not lie against the arbitration board in this case, the Supreme Court of Canada adopted the reasoning of Mr. Justice Tysoe of the B.C. Court of Appeal (L. G. 1962, p. 72):

In my opinion, if the Arbitration Board qualifies as a statutory board, it does so only by reason of the provisions of Sec. 22 of the [B.C.] Labour Relations Act. Without them, I doubt if anyone would suggest the Board would be other than a private arbitration body. The question would, therefore, seem to be, does Sec. 22 have the effect of constituting the Arbitration Board to which the parties to the collective agreement have agreed to refer for the final settlement of differences, a statutory arbitral tribunal? In my opinion, the answer to this question is in the negative.

Sec. 22 does not create an arbitral tribunal or any other tribunal or body. It merely requires the parties to a collective agreement to agree between themselves on a method for finally and conclusively settling any differences without stoppage of work, and to embody their agreement in the collective agreement. If they do not do this, the Minister is to do it for them, and his method becomes embodied in and forms part of the collective agreement. The method may be 'by arbitration or otherwise'. The parties may select and provide their own method, and the only condition is that it shall achieve the desired result — namely, the final and conclusive settlement of differences without stoppage of work. The Legislature has not said the parties must resort to an Arbitration Board or to any particular person or body of persons. It has left the parties complete freedom of choice in this respect. All the Legislature has said is that there must be a method by which disputes will be finally and conclusively determined without stoppage of work. To find the method one turns to the agreement.

In the Alberta decision of *Re Ewaschuk; Western Plywood (Alberta) Ltd. v. International Woodworkers of America, Local 1-207*, (1964) 44 D.L.R. (2d) 700, the Alberta Court of Appeal followed the *Howe Sound* decision. The relevant provision of the Alberta Labour Act, R.S.A. 1955, c. 167, is substantially the same as that of the British Columbia Labour Relations Act. It was noted that the Ontario legislation was different.

In the Nova Scotia decision of *Regina v. Board of Arbitration, Ex parte Cumberland Railway Co.* (L. G. 1968, p. 546) the relevant legislative provision in the federal Industrial Relations and Disputes Investigation Act, R.S.C. 1952, c. 152, was considered substantially the same as that of the British Columbia Act. After consideration of the *Howe Sound* and *Rivando* decisions, the Nova Scotia Supreme Court (Appeal Division) said that:

. . . it would seem that the Courts have distinguished private and statutory arbitration boards by the wording of the statutes which provided for the setting up of such boards, and where such statutory provision included the words 'or otherwise' following the words 'by arbitration,' this did not create a statutory tribunal or body . . . .

Rivando Reasoning Adopted

When the *Howe Sound* case was decided by the Supreme Court of Canada, the Court reserved its opinion on whether the Ontario Court of Appeal was correct in the *Rivando* case in its interpretation of the Ontario Labour Relations Act. Because opinion had been reserved, it was open to the Supreme Court of Canada, in the case at bar, to adopt the reasoning used by the Ontario Court of Appeal.

Mr. Justice Judson noted that the Courts of Ontario had consistently followed the *Rivando* decision. He found that the wording of Sec. 34 of the Ontario Act was clear and unambiguous, that is:

The parties to a collective agreement [under the Ontario Labour Relations Act] must arbitrate their dispute. There is no alternative course of action open to them. The legislation compels recourse to an arbitration board and that board is therefore a statutory creation and hence subject to review in the courts by *certiorari*.

The reasoning was, therefore, adopted by the Supreme Court of Canada.

Review by Ordinary Motion

Apart from this conclusion that *certiorari* would lie against the arbitration board in this case, Mr. Justice Judson was of the opinion that, as was pointed out in *Rex v. Cumberland Compensation Appeal Tribunal*, under the common law an ordinary motion could be made to the Court to set aside the award on the ground that there was an error of law on its face. In the *Howe Sound* case the Supreme Court of Canada said that:

It is open to the parties, should occasion arise, to question the jurisdiction of the board or the validity of any award it makes in such manner as is permitted by the Arbitration Act R.S.B.C. 1960, c. 14 or by the common law.

In the Ontario Labour Relations Act Sec. 34(10) provides that the Arbitration Act, R.S.O. 1960, c. 18, does not apply to arbitrations under collective agreements. The main consequence of this is that the power of the Ontario Supreme Court to review and quash awards of private arbitrators and boards of arbitration comes from the common law alone. This power of review is not affected or limited in any way by the Ontario Arbitrations Act. Moreover, Mr. Justice Judson found that

In Ontario, relief by way of *certiorari* is obtained in an originating motion and no writ is issued. This is the same procedure that is used to quash an award of a private arbitrator or arbitration tribunal. The notice of motion in these proceedings makes it clear that the relief asked for is an order quashing the award. It does not seem to me to be of any consequence that the motion contains a reference to *certiorari*. The procedure is the same, and in my opinion this notice of motion is sufficient to justify an order quashing the award.

Award Quashed

Mr. Justice Judson had no doubt that the award of the arbitration board, set up to deal with the grievances of the three discharged employees of Port Arthur Shipbuilding Company, should be quashed. An arbitration board of the type under consideration in the case at bar was found to have no inherent powers of review similar to those of the courts. Its only powers are those conferred upon it by the collective agreement; these are usually defined in some detail. An arbitration board of this type was found to have no inherent powers to amend, modify or ignore the collective agreement. By doing exactly this, the board in this case was clearly in error; its award should, therefore, be quashed.

The appeal by the Port Arthur Shipbuilding Company was allowed by the Supreme Court of Canada. The order of the Ontario High Court, quashing the arbitration award, was restored. *Regina v. Arthurs et al. ex parte Port Arthur Shipbuilding Company*, 68 CLLC, para. 14,136; (1968) 70 D.L.R. (2d) Part 8, p. 693.

Certification

Before the CLRB

The Canada Labour Relations Board sat for three days during December. It granted five applications for certification, rejected two and ordered two representation votes. During the month, the Board received six applications for certification and one request for the review of an earlier decision. It allowed the withdrawal of one application for certification.

Applications for Certification Granted

1. Brotherhood of Locomotive Firemen and Enginemen on behalf of a unit of locomotive engineers employed in Canada by the Chesapeake and Ohio Railway Company, St. Thomas, Ont. (L.G., Feb., p. 104). The incumbent bargaining agent, the Brotherhood of Locomotive Engineers, had intervened.

2. Chauffeurs, Teamsters and Helpers, Local 395, and General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Western Expressways Ltd., Regina, Sask. (L.G., Jan., p. 33).

3. United Steelworkers of America on behalf of a unit of employees of Louis Dreyfus Canada Limited, Port Cartier, Que. (L.G., Jan., p. 33). *Le Syndicat national des Travailleurs des élévateurs à grain* (*CSN*) had intervened (see also Representation Votes Ordered, below).

4. International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Lodge 359, on behalf of a unit of personnel employed in the Yukon Territory by Whitehorse Welding, Whitehorse, Y.T. (L.G., Jan., p. 33).

5. International Brotherhood of Electrical Workers, Local 230, on behalf of a unit of employees of Victoria Cablevision Ltd., Victoria, B.C. (L.G., Feb., p. 104).

Applications for Certification Rejected

1. International Brotherhood of Electrical Workers, Local 213, applicant, North West Community Video Limited, North Vancouver, B.C., respondent, and Jan Mensink, *et al.*, interveners (L.G., Jan., p. 32). The representation vote ordered by the Board was cancelled and the application was rejected.

2. *Le Syndicat National des Travailleurs des élévateurs à grain* (*CSN*), applicant, and Louis Dreyfus Canada Limited, Port Cartier, Que., respondent (L.G., Feb., p. 104) (see also Representation Votes Ordered, below). The application was rejected for the reason that it was not supported by the majority of the employees eligible to cast ballots in the representation vote conducted by the Board.

Representation Votes Ordered

1. General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and B.D.C. Ltd, Vancouver, B.C., respondent (L.G., Dec. 1968, p. 711) (Returning Officer: D. H. Cameron).

2. United Steelworkers of America, applicant, *Syndicat National des Travailleurs des élévateurs à grain* (*CSN*), applicant and intervener, and Louis Dreyfus Canada Limited, Port Cartier, Que., respondent (L.G., Jan., p. 33, Feb., p. 104). The Board directed that the names of both applicants appear on the ballot (see Applications for Certification Granted and Applications for Certification Rejected, above).

Applications for Certification Received

1. Local 15054, International Union of District 50, United Mine Workers of America, on behalf of a unit of employees of Hubert Transport Inc., Ste-Thérèse, Que. (see Applications for Certification Withdrawn).

2. Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Old Colony Lodge 443, on behalf of a unit of garage personnel employed at St. John's, Nfld. by the Canadian National Railways (Investigating Officer: W. J. Gillies).

3. Brotherhood of Railroad Trainmen on behalf of a unit of bus service personnel employed in Newfoundland by the Canadian National Railways (Investigating Officer: W. J. Gillies).

4. Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of yardmen employed in Regina and Saskatoon, Sask. by Melchin Auto Transport Ltd., Calgary, Alta. (Investigating Officer: A. E. Koppel).

5. The CFRN Radio and Television Employees' Association on behalf of a unit of employees of Sunwapta Broadcasting Limited, Edmonton, Alta. (Investigating Officer: D. H. Cameron).

6. Truckers, Cartagemen, Construction and Building Material Employees, Local 362, Chauffeurs, Teamsters and Helpers, Local 395, General Drivers, Warehousemen and Helpers, Local 979, and Chauffeurs, Teamsters, Warehousemen and Helpers, Local 990, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of certain Western Division employees of Soo-Security Motorways Ltd., Winnipeg, Man. (Investigating Officer: A. E. Koppel).

Request for Review

The Board received a request for review under Sec. 61 (2) of the act from the National Association of Broadcast Employees and Technicians seeking amendment of the certificate issued by the Board July 26, 1962, that certified the union as bargaining agent for a unit of employees of Western Ontario Broadcasting Co. Ltd., Windsor, Ont. (L.G. 1962, p. 1031). The application involved a proposed variation in the certificate to include Art Department employees.

Application for Certification Withdrawn

Local 15054, International Union of District 50, United Mine Workers of America, applicant, and Hubert Transport Inc., Ste-Thérèse, Que., respondent (see Applications for Certification Received, above).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation

Before the Minister of Labour

During December, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Rod Service Limited, Montreal, Que., and The National Syndicate of Employees of Rod Service (CNTU) (Conciliation Officer: G. R. Doucet).

2. Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., and Local 96, Brotherhood of Maintenance of Way Employees (Conciliation Officer: G. R. Doucet).

3. Lakehead Freightways Limited, Port Arthur, Ont., and Local 938, General Truck Drivers' Union (Conciliation Officer: T. B. McRae).

4. General Aviation Services Ltd., Montreal International Airport, and Lodge 2300, International Association of Machinists and Aerospace Workers (Conciliation Officer: C. E. Poirier).

5. *Transport Frontenac Ltée*, Quebec City, Que., and Local 106, Transport Drivers, Warehousemen and Helpers' Union (Conciliation Officer: S. T. Payne).

6. Lakehead Freightways Limited, Port Arthur, Ont., and Local 990, Teamsters International Union (Conciliation Officer: T. B. McRae).

7. Lakehead Freightways Limited, Port Arthur, Ont., and Local 979, General Drivers, Warehousemen and Helpers (Conciliation Officer: T. B. McRae).

Settlements by Conciliation Officers

1. Rod Service Limited Montreal, Que., and The National Syndicate of Employees of Rod Service (CNTU) (Conciliation Officer: G. R. Doucet) (see above).

2. General Aviation Services Ltd., Toronto International Airport, and Lodge 1772, International Association of Machinists and Aerospace Workers (Conciliation Officer: T. B. McRae) (L.G., Feb., p. 105).

3. Northern Dock and Warehouse Co. Ltd., Kitimat, B.C., and Local 5115, United Steelworkers of America (Conciliation Officer: D. H. Cameron) (L.G., Feb., p. 105).

4. H. M. Trimble and Sons Limited, Calgary, Alta., and Professional Transport Workers' Union of Canada (Conciliation Officer: D. H. Cameron) (L.G., Jan., p. 33).

5. Canadian Pacific Air Lines, Limited, Vancouver International Airport, and Canadian Air Line Pilots' Association (pursuant to Art. 11 of the collective agreement concerning rates of compensation, rules and working conditions that will apply to the Boeing 737 Aircraft (Conciliation Officer: D. S. Tysoe) (L.G., Jan., p. 33).

Conciliation Board Appointed

McKee Moving and Storage Company Ltd., Saskatoon, Sask., and Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Jan., p. 34).

Conciliation Board fully Constituted

The Board of Conciliation and Investigation established in October to deal with a dispute between the Canadian Broadcasting Corporation and the Association of Radio and Television Employees of Canada (L.G., Jan., p. 34) was fully constituted in December with the appointment of Prof. H. W. Arthurs, Toronto, as chairman. Prof. Arthurs was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Gordon Harrison, and union nominee Marc Lapointe, Q.C., both of Montreal.

Board Reports Received

1. Air Canada, Montreal, Que., and Canadian Air Line Employees' Association (L.G., Jan., p. 34).*

2. Canadian Broadcasting Corporation and the National Association of Broadcast Employees and Technicians (L.G., Nov. 1968, p. 650).*

Dispute Settled by Conciliation Board

Empire Freightways Ltd., Winnipeg, Man., and Locals 395 and 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Jan., p. 34).

Settlements After Board Procedure

1. Air Canada, Montreal, Que., and the Canadian Air Line Employees' Association (see above) (mediation provided by the Hon. Bryce Mackasey and Bernard Wilson).

2. Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (see above) (mediation provided by Bernard Wilson and J. S. Gunn).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

*Full text in Supplement No. 6, 1968.

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions — for incorporation into collective agreements — that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: 1. Certification and Other Proceedings Before the Canada Labour Relations Board; and 2. Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Atlantic Provinces. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

uccessful Rehabilitation

A vocational rehabilitation program older disabled persons can make a inificant impact, not only on the lives the participants, but upon the com- nity as a whole, says a report of a ited States research project into the blem. The report, *Rehabilitating the der Disabled Worker* is Volume II of study's findings. A synopsis of Vol I, *e Vocational Adjustment of the Older abled Worker* appeared in an earlier ue of the LABOUR GAZETTE (L. G., ., p. 37).

Conducted from January 1962 through cember 1966 by the Federation Em- yment and Guidance Service of New rk City, the study was assisted by a nt from the U.S. Vocational Rehabili- ion Administration. On December 31, 6, the FEGS concluded a research and nonstration project in which a voca- nal rehabilitation service for older abled persons was actually set up and intained to test the feasibility of such rogram.

The program consisted of six phases:

- central office counselling and place- nt;
- central office long-term workshop;
- central office workshop evaluation d training;
- neighbourhood workshop evaluation, ining, and long-term workshop em- yment;
- neighbourhood homebound services;
- neighbourhood institutional services.

The project enjoyed close co-operation h the New York State Division of cational Rehabilitation and three vo- ional rehabilitation facilities were de- oped and maintained in New York y. A survey of the program showed t central facility clients in Manhattan raged 59.6 years of age, the mean ucational level was 7.7 years, males stituted 78 per cent of the group, and mean length of the most recent period unemployment had been 2.8 years. A vey of facility clients in Brooklyn wed an average age of 66.9 years, and t cardiac, orthopaedic, and systemic abilities predominated. The mean edu- ional level at this facility was 6.1 years, and males comprised 49 per cent of the group. The mean length of the most recent period of unemployment had been 8.1 years.

At the third facility in the Bronx, clients averaged 68.9 years of age, and cardiac, systemic, orthopaedic, and emotional disabilities predominated. The mean educational level was 7 years Males constituted 41 per cent of the group, and the mean length of the most recent period of unemployment had been 5 years.

A total of 1,470 clients admitted to service during the first four years of the project—January 1, 1962 through December 31, 1965. An additional 384 clients were served during 1966. Sixty-one per cent of the central facility clients and 66 per cent of the neighbourhood facilities' clients in Brooklyn and the Bronx had their cases closed, showing that satisfactory post-rehabilitation employment for a period of not less than 30 days had been attained. Intensive follow-up studies reveal data indicating that the gains made during rehabilitation tended to persist over the long run. Psychosocial advance was found to be as important to these clients as an improvement in their economic status.

In addition to investigating the direct effects of participation in the project, the research team explored other facets of the problem. The data emerging from these studies suggest that rehabilitation has a positive influence on physical and mental health. Project achievements were closely associated with involvement of the total community in all phases of rehabilitation activity. The implications of this involvement for all rehabilitation are becoming increasingly clear. The results suggest that the central-neighbourhood facility model, which tends to create new vocational rehabilitation opportunities for several disabled older clients, is equally applicable to other age and disability groups.

Some of the major findings emerging from the study include:

- some 10 to 15 per cent of all older disabled persons retain an interest in continuing in, or re-entering employment;
- a large majority of older disabled persons who want to work retain sufficient ability to work;
- assisted by adequate rehabilitation services, most older disabled persons who want to work can do so;
- although diminished capacities constitute a serious limitation for many older disabled persons, the attitudes of employers, labour union officials, professional workers and the public in general are an even more serious deterrent;
- the vocational rehabilitation programs instituted thus far, on behalf of older disabled persons, have achieved their stated objectives in virtually all cases;
- most older disabled persons in the United States who want to work do not have access to appropriate specialized vocational rehabilitation services, a deprivation costly both to the person and to the community as a whole.

In conclusion, the book points out that a comprehensive vocational rehabilitation program for older disabled persons can make a significant impact not only upon the lives of those who participate in such a service, but upon the community as a whole. Using guidelines provided in a separate report, other communities may embark upon related programs without disrupting current service patterns or taxing financial resources. Although further research and demonstration projects are needed, a sufficient justification exists for an expansion of existing vocational services for older disabled persons, even the most severely disabled. The study concludes that the establishment of such a program will preserve valuable manpower, prevent dependency, and enhance the quality of life for the participants.

Section on Older Workers
Manpower Utilization Branch
Department of Manpower
and Immigration

Union membership in Britain drops below 10 million

Membership in Britain's trade unions decreased to below 10 million for the first time since 1963, Britain's Department of Employment and Productivity has announced.

The 1967 figures show a decrease of 144,000 with a decrease of 214,000 in 1966. More than half of the 1967 decrease was attributed to disaffiliation of locals in Australia and New Zealand.

The total U.K. membership is now 9,967,000. About 169,000 men dropped their union membership in 1968 leaving a male membership of 7,721,000. Female membership climbed by 25,000 swelling their ranks to 2,246,000.

Consultation, Automation and Leisure

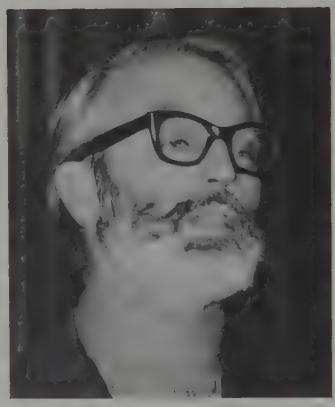
In the future, the amount of work done by men will diminish, and productivity will increase. And so, the question arises, How do we share in the smaller amount of work, and the fruits of productivity? Prof. H. W. Roberts, an Associate Professor of the University of Alberta, and a member of the extension department, posed this question at a conference of employer and employee representatives of the printing industry, held in Saskatoon on October 25 and 26, 1968. Prof. Roberts tied it to the conference's preoccupation with automation and its effects on the way of life of people in the printing industry.

The speaker took unions to task for clinging to the Puritan Ethic. "Work for the sake of work may not be the answer," he said. We have to look at the possibilities of creative living, of the opportunities given by leisure time. There is a "reluctance" on the part of unions to accept that automation means there will be less work done by men. "I wonder," he asked "if this is part of the Puritan Ethic which sees non-work, or the absence of a necessity to do work, as something non-worthy?"

Management in the past could handle automation simply by arranging layoffs, said Prof. Roberts, adding that, increasingly, labour and management "no longer accept" layoffs as the solution. Automation should be tied in with consultation he added, and mentioned industries in the United States that, forced into automation, have negotiated interesting solutions.

The U.S. Steel industry, for example, had set up a Human Rights Committee after a long strike in 1959. The committee of management and union met informally "where people could be frank with each other." Again, the United Steel Workers of America and the Kaiser Aluminum Co. have worked out a program to share the cost savings that arise out of automation (L. G., April 1968, p. 229). And under a scheme negotiated between the Pacific Maritime Association and the International Longshoremen's and Warehousemen's Union, employers contribute up to $5 million yearly to a fund to assist people who are being laid off.

The employee, who already plays a role as a member of his union, and in a wider sense as a voter, will in the face of automation have a major individual decision to make, continued Prof. Roberts. The



Prof. H. W. Roberts

employee will be confronted with more leisure time, and he will have to decide how to use that time. "Only he can make a decision about this," although society should make clear the opportunities. "Counselling is needed as well as education, so that there will be opportunities for him to make a wise decision, and to carry it through."

Prof. Roberts emphasized that the universities must play their part in the problem areas, and raise their sights beyond a captive audience of young undergraduates and graduates. "They have to see themselves in relation to the total adult population in the community," he said.

A uniquely effective form of joint consultation is enabling an entire section of an industry in Edmonton to reap the benefits of harmony and progress. It's known as a "Joint Adjustment Board," and boasts a membership of 40 sheet-metal contracting firms and more than 450 sheet-metal workers, represented by Local 271 of the Sheet Metal Workers' International Association. In effect, it is a labour-management committee on a grand scale —really an industry-union committee. And it shows just what can be accomplished by an enlightened approach to modern industrial relations.

For 63 years there has never been a strike on the local sheet-metal working scene. The reason for this is a wel established spirit of co-operation betwee management and labour—both of whom are anxious to maintain their unbroke record. The formation, eight years ago, o the Joint Adjustment Board was a natura outcome, and the board has helped t uphold that record.

As Wilf Reid, President of the Edmon ton Sheet Metal Contractors' Associatio and a member of the board, points ou "It's a matter of the survival of the in dustry. Our industry contains so man diverse jobs in so many different area that, if we did not have the guideline agreed upon by the board, there would b chaos."

The board was born of a strong beli in the theory of joint discussion on a matters of joint concern. "The board is a two-way street for open discussion on a problems. Our main concern is that w don't let minor difference develop int major points of contention," said M Reid. "As soon as a potential proble arises, we discuss it so that it doesn't gro into a big grievance. Good communic tions are a great benefit."

Labour and management interests a each represented by three board membe who meet once a month, or more fr quently if required. The matters they di cuss cover virtually everything, with th exception of wages and hours of wor An important result of this system is th contract negotiations are not overloade with matters at issue, because these ha already been resolved.

Should a matter be unresolved, t board's agreement specifies that anoth person, who is mutually acceptable, appointed as chairman. A majority de sion of the board is binding, provid that there is equal and full representati of labour and management. If the nomin is not mutually acceptable, the provinc Minister of Labour is requested to appoi a chairman.

The board works closely with oth trade and supply groups, and recently t "combined operation" was able to pr duce a heating and ventilating code th was accepted by the City of Edmonto The board also supplies examiners for t apprenticeship scheme; in addition, major accomplishment has been the s ting up of the board's own highly succe ful health and welfare scheme.

Labour-Management
Consultation Branch

Retardates Graduate

Thirty-one mentally retarded young men and women graduated in December from the adult training centre operated by the Ottawa and District Association for the Mentally Retarded. Certificates were handed out by A. R. K. Anderson, Director, General Staff Branch, Public Service Commission. The diplomas signified that these young persons had successfully completed their course of training and were now employed and able to support themselves either entirely or with some help. Of the 31 graduates, 20 have gone into regular jobs in the community, while the other 11 are employed at the sheltered workshop operated by the Association.

Five of the graduates are now employed in the Public Service of Canada as machine operators, clerks and cleaners. This is noteworthy because it represents a breakthrough after a long campaign to have employment regulations in the Public Service eased. Retardates have never before been employed by the Federal Government. The present placements are the result of a new policy of the Government that was announced in December 1967 (L. G., March 1968, p. 212). One girl has found work in a restaurant; one young man is employed as night cleaner in one of Ottawa's leading restaurants, and carries out his duties without supervision in a highly effective manner; and another girl is employed as a teacher's helper in a school for retarded children.

The adult training centre has 88 trainees in its spacious new premises, which were built as a result of an anonymous donation of $250,000 two years ago. It has enabled the Association to expand its training program and to establish a sheltered workshop program in the former training centre. Trainees who cannot quite make it in open employment in the community, but who can be productive in a slightly less demanding environment, are able to work and earn a wage related to their productivity at the sheltered workshop.

The centre offers training in woodworking skills, furniture finishing, kitchen skills, hairdressing, building cleaning and maintenance, and operation of addressograph and graphotype machines. Most of the work is practical, and much is done on a contract basis for outside industry. Contracts are accepted on the basis of training value and experience, such as the threading of 1,000,000 Centennial pins on displays cards and packing them in boxes. Work-habit training, deportment, and co-operation with instructors and other workers are important aspects of the program. The centre has a volunteer worker who acts as liaison between the Association and employers. He keeps a constant eye on the 55 retardates who are now employed in the community as a result of a program established by the Association some years ago.

Star graduate at the December 7 ceremony was the valedictorian, a young woman now employed as a graphotype operator with the Department of National Defence. "I feel very honoured that I have been asked to give this short address tonight," she said. "I am proud too, and so are my parents. I think that we are all very fortunate that this training centre is here and that there are dedicated teachers who teach in it. Not so many years ago, there was no such opportunity for those of us who did not quite fit the regular school pattern, to learn the things we can learn in this school. And the fact that we can learn these occupations and be employed in them proves that the school is doing a very important job.

"I am particularly grateful to my teachers, who helped, coaxed and sometimes pushed me. I learned more than a job here—I learned how to get along with people and what proper work habits are. I shall try, and I'm sure we all will, to be a credit to the training centre in any job I do. I hope that more and more opportunities will become available for us through the efforts of the centre, its teachers and graduates. Thank you all for giving me a start—for giving all of us an opportunity to lead useful and productive lives."

Manpower Utilization Branch
Department of Manpower
and Immigration

Alberta Training

The Alberta Industrial Research and Training Centre for the Retarded was opened recently with some 60 trainees enrolled, and with the expectation that another 100 would be enrolled by the end of 1968. The newly constructed centre, located in Edmonton, was financed by provincial and federal Governments. An industrial complex to do subcontract work for industry is planned for within the next two years.

At the centre, experiments will be conducted in the training of retarded persons in electronic component and unit assembly, plastic processes and automatic offset press operations. The reactions of the students will be studied to determine what they can do, how they do it, and what the limits of their capability are. In filling positions for administrative staff, this centre is giving preference to the hiring of physically handicapped persons.

Railway Arbitration

Cases 130 to 136

Seven separate disputes concerning reductions of work crews, mileage claims, the dismissal of a yardman, and a chef called for road service four times while on layover, were dealt with by the Canadian Railway Office of Arbitration at hearings in Montreal on November 12 and 13, 1968.

The arbitrator disallowed four of the claims and allowed three. Summaries of the seven cases, Nos. 130 through 136, follow.

CASE NO. 130

Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Railroad Trainmen over failure to agree on the reduction of a yard crew to two men on hump assignments.

Yard crews on regular hump assignments consisted of three men, but the company notified the union of its desire to have a two-man crew consisting of one foreman and one helper. A meeting between the company and the union was held, but there was no agreement on crew reduction.

The collective agreement states that reduction of a crew will depend on whether adequate safety can be maintained. If the two parties do not reach an agreement, then a survey of the work should be taken during five full working days, the agreement says.

The results of the survey were presented to the arbitrator, and although the two parties didn't have substantial differences on the accuracy of the survey, they did differ as to the significance of the results. During humping operations, the survey showed, the yard foreman was in the hump control tower fully occupied, but at least one of the yardmen remained in the hump riders' shack, unoccupied.

Other operations, the survey found, were conducted generally by two crew members, and occasions when three crew members were required for the control of any particular move were exceptional. The arbitrator's conclusion from the evidence was that such moves could have been controlled safely by two persons.

In its submission, the company said that over 50 per cent of the assignment involved "non-productive" time. "Although this factor may be considered, I am unable to attribute any decisive significance to it," the arbitrator said. "The question is whether the movements which were made called for the services of all three crew members. I am unable to conclude that this was necessary in the interests of safety."

The arbitrator admitted that some tasks might take longer with a reduced crew, but he observed that this was not a matter of safety. He allowed the company's request, saying that adequate safety could be maintained with a crew consisting of a yard foreman and one helper.

CASE NO. 131

Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Railroad Trainmen over reduction of a yard crew on a tramp assignment.

Yard crews on the assignment consisted of three men, but the company notified the union of its desire to reduce the crew by one man. A meeting between the company and the union was held, but there was no agreement, and the required survey on safety maintenance was conducted.

The company contended after the survey that a crew of one foreman and one helper could maintain the desired safety level. The union did not agree. The arbitrator referred to a clause in the collective agreement that stated that the yard crew "shall consist of not less than a foreman and two helpers," except in the case of the yard at Yorkton, Sask.

The arbitrator found that there would be no substantial change in the work to be done, in working methods, or in the equipment used. The only change would be a modification in certain cars that would prevent yardmen from taking positions on the top of cars. Such a change, the arbitrator said, would be a reason for retaining the three-man crew.

The arbitrator stated that the report of the survey indicated that the three-man crew was almost always fully occupied throughout the assignment and some time overtime was required. Considering all of the facts before him, the arbitrator found that adequate safety could not be maintained on the tramp assignment with a reduced crew. He denied the company request for a crew reduction.

CASE NO. 132

Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Railroad Trainmen over reduction of a yard crew on a tramp assignment, as in Case No. 131.

This case concerns the same yard and the same dispute as Case No. 131 although it involves another assignment. The company and union failed to agree on the reduction of the yard crew and a survey was completed.

The company, the arbitrator said, failed to show that adequate safety could be maintained by reducing the crew to a yard foreman and one yard helper. As in Case No. 131, the arbitrator denied the company's request to reduce the yard crew from three men to two.

CASE NO. 133

Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Railroad Trainmen over a claim by a conductor and his crew for mileage while performing turnaround service within a trip.

A conductor and his crew were instructed to switch the spur at a point in their trip Mileage 48. On leaving Mileage 46. they had one hour and 35 minutes to switch the spur and proceed to Mileage 56.5 to clear a train. The switching at the spur took longer than expected and it was then necessary to back up to Mileage 46.4 to clear the train they had expected to clear at Mileage 56.5.

The crew submitted a claim for mileage run to Mileage 48, their backup mileage and mileage to their destination and for time. Payment of the claim for the mileage and time taken in the backup was declined by the company.

The union quoted an article in the collective agreement that said that trainmen performing turnaround service within a trip "will be paid for the actual mileage run . . . Actual miles paid for will be added to the mileage of the trip and time paid for will be paid in addition to pay for the trip but will be deducted in computing overtime."

The arbitrator agreed that in this situation the work constituted turnaround

service within a trip. The grievance was allowed, and the arbitrator said that the conductor and crew were to be paid in the manner set out in the collective agreement.

CASE NO. 134

Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Railroad Trainmen over a claim by a conductor and his crew for miles reduced from their ticket.

A conductor and his crew were on a regular wayfreight assignment, and they had instructions to move empty cars to a sulphur plant and move loaded cars from the plant. The spur track servicing the plant goes off the main line and is 1,730 feet long. Two trips between the plant and the destination, taking a total of three hours, were necessary to perform the switch and clear a train.

The crew claimed payment for three hours (37 miles) based on an article in the collective agreement. This article states that when the "engine is run more than one mile off the main track, mileage or hours made, whichever is the greater, will be paid for in addition to pay for the trip and paid for at the rate of class of service performed."

The arbitrator said that the issue in the case was whether this article applied to the situation. The essential condition for the article to apply, he said, was that the engine be run more than one mile off the main track. It was not. The arbitrator therefore concluded that, although the engine was run more than one mile in switching operation, it did not run more than one mile off the main track. He dismissed the grievance.

CASE NO. 135

Dispute between the Canadian National Railways and the Brotherhood of Railroad Trainmen over the dismissal of a yard helper for allegedly misappropriating "materials on the property of the company" for his own profit.

A yardman and a number of other employees at the yard were discharged and others disciplined for stealing scrap metal from railroad cars. During the investigation, the yardman admitted that he had been taking scrap from empty cars and that he had sold it to a scrap dealer, but he denied that he had ever taken scrap from loaded cars.

There is a significant difference, the arbitrator said, in taking scrap from a loaded car because it is the property of the consignee, and taking scrap from an unloaded car, where it would appear to be abandoned as refuse. The arbitrator found that there was no direct evidence that the yardman had taken scrap from a loaded car.

But the yardman was guilty of the lesser offence to which he admitted, and the union was only concerned with the severity of the penalty imposed. The arbitrator said that the yardman was not guilty of the alleged offence, and he concluded that there was no just cause for his dismissal. He ordered that the yardman be reinstated without loss of seniority—but without compensation for time lost.

CASE NO. 136

An *ex parte* dispute between the Canadian Pacific Railway Company (SD & PC Dept) and the Brotherhood of Railroad Trainmen over the interpretation of an article in the collective agreement, and its application to a regularly assigned dining car chef.

A dining car chef was called from layover on several occasions for road service. An article in the agreement states that if an employee is called in this way, he will be paid for time worked during layover at one and one-half times the basic hourly rate, with a minimum payment of eight hours. This payment will be separate and apart from his quarterly guarantee. If position in sequence of operation is not lost, he will be due out on normal departure day; otherwise, he will be held for service until he can be restored to his regular line."

The chef, in his regular assignments, was required to leave from his base every eighth day. On the first occasion in question, he was called from layover 24 hours before his regular assignment. He worked 19 of the 24 hours and was paid for the hours at time and one-half, apart from the quarterly guarantee. The union contended that the chef was also entitled to be paid for the same 19 hours as a part of his regular trip payment. The arbitrator subsequently found no support in the collective agreement for this contention.

On his return from this trip, the chef was again called while on layover 48 hours before his next scheduled, regular trip, and was paid at time and one-half for the hours worked while on layover. After this, he was called on a series of irregular trips. The layover time allowed him on the return from any trip was not calculated by reference to the next trip he would have taken on his regular assignment, but rather on the time applicable to the crew with which he arrived. The arbitrator found that this procedure was correct. He concluded that the company had correctly applied the article in question to the circumstances, and he therefore dismissed the grievance.

Employment Review For December

There were larger-than-seasonal declines in both the labour force and employment in December. The labour force decreased by 75,000 to 7,940,000 and was 243,000 or 3.2 per cent higher than in December 1967. Employment declined 110,000 to 7,567,000, but was 223,000 or 3.0 per cent higher than in December 1967.

Unemployment increased by 35,000 to 373,000 and was 20,000 higher than in December a year ago.

Unemployment in December represented 4.7 per cent of the labour force, compared with 4.6 per cent in December 1967, and 3.6 per cent in December 1966.

Employment

Farm employment, at 467,000, decreased by 56,000 during the month and was 20,000 lower than in December a year ago.

Non-farm employment, at 7,100,000, declined by 54,000 during the month. An increase of 36,000 in employment in transportation, communication and other utilities was offset by decreases in construction, 34,000; public administration, 21,000; and manufacturing, 17,000. Compared with a year earlier, non-farm employment increased by 243,000. The largest gain was in community, business and personal service, 104,000. Smaller gains were registered in manufacturing, 53,000; trade, 27,000; public administration, 23,000; transportation. communication and other utilities, 18,000; construction, 14,000; and finance, insurance and real estate, 12,000.

With the exception of British Columbia, where employment increased slightly, all regions contributed to the decline in total employment between November and December. The largest decrease took place in Ontario, 53,000; followed by Quebec, 31,000; the Prairies, 23,000; and the Atlantic region, 14,000.

The year-over-year increase was shared by all regions except the Atlantic region, where there was little change. The largest increase took place in Ontario, 103,000. This was followed by the Prairies, 60,000; British Columbia, 43,000; and Quebec, 25,000.

Unemployment

Unemployment increased by 35,000 between November and December, and was 20,000 higher than in December 1967. Of the 373,000 unemployed in December, 38 per cent had been unemployed for less than one month, 38 per cent for one to three months, and 24 per cent for four months or more.

Decisions of the Umpire

A claimant filed a renewal application for benefit under the Unemployment Insurance Act, and registered for work as a labourer. He had been last employed for six months as a warehouseman in a fruit processing plant in British Columbia. He stated that he was laid off at the end of the canning period. He was renting an orchard that kept him occupied for about an hour a day during the early spring, prior to the beginning of the picking season.

The employer reported that the claimant had applied for leave of absence. The claimant explained that: "I have applied for a leave of absence to protect my seniority, and because it was the end of the canning season. Because the canning is finished, they do not require a pull-pack operator or a warehouseman. They have, however, offered me a job loading cars and general labour, and even that is just temporary. However, this is not in my line of work, so I thought I should be looking for a job more suitable and to keep me working during the summer. By profession, I am a cook. I am hoping to get a job [at a restaurant]."

The claim was allowed. The claimant filed a second initial claim, and a new benefit period was established, commencing six weeks later. The claimant was interviewed after this period by an inspector for the Unemployment Insurance Commission. He learned that the claimant had five orchards leased—25 acres of apples, cherries and soft fruits. He did most of the pruning on weekends and since filing his claim, had mainly supervised the work of five employees. "This takes about one hour a day, and I could accept full time as a cook only in this area . . ." He expected to start picking cherries from early summer until the fall, "and I understand 50 per cent of fruit shipments are to be reported, and I will be signing off claim."

The claimant drew benefit until June, when he started picking cherries himself. The manager at the fruit processing plant where the claimant worked revealed later that work was available for him at the same pay he had been earning when he left, and that, if he had so desired, he could have worked until the present time.

The insurance officer notified the claimant that he was disqualified from receiving benefit for the specified period because, in accordance with certain provisions of the Act and Regulations, "as your main occupation is the operation of a farm, you are not unemployed." This decision created an overpayment of benefit of $450. The claimant was charged with giving false or misleading information, and was therefore penalized a second time by being fined $25.

The claimant appealed to the board of referees. He stated that he had been working continuously for the previous two years, although he was also supervising work on the orchards he leased, which he maintained was not his regular work. He asked the board to take this into consideration, and find that he was entitled to benefit. By a unanimous decision, the board dismissed the appeal, pointing out that there was no evidence to show that the claimant had secured suitable employment before leaving his former employer, and stating that the claimant had made representations regarding his claim for benefit that he knew to be false or misleading.

The claimant then requested and o tained leave to appeal to the Umpir The Umpire was of the opinion that t other work available to the claimant the plant was sufficiently similar to wh he had been doing as to constitute suitab employment, and this action was a volur ary one. The Umpire found that t claimant had given misleading informati concerning his claim. The disqualificati of $25 imposed by the insurance offic was upheld.

The disqualification from receiving be efit was also upheld. The Umpire not that the claimant's gross returns from h self-employment in the previous year we given as $4,898. The work consisted supervising several fruit farms and picking fruit. Commented the Umpir "Such employment cannot be consider so minor that one would not normal follow it as a principal means of liv lihood." As a consequence, the claiman appeal was dismissed.

Wage Schedules Prepared In November

During November, the Department of Labour prepared 248 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 203 contracts in these categories were awarded. In addition, 158 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Fisheries, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in November for t manufacture of supplies and equipme were:

Department	*No. of Contracts*	*Aggregat Amount*
Defence Production	93	$165,310.(
Post Office	8	176,372.(
R.C.M.P.	1	45,000.(

During November, the sum of $3,487.8 was collected from 9 contractors for wa arrears owing their employees as a resu of the failure of the contractors, or the subcontractors, to apply the wage rat and other conditions of employme required by the schedule of labour cond tions forming part of their contract. Th amount is for distribution to the 8 workers concerned.

nsumer, December 1968

he consumer price index (1949=100) e by 0.3 per cent to 158.0 at the begin- g of December from 157.5 at the inning of November. It was 4.1 per t higher than in December 1968.

he food index increased by 0.9 per t to 154.4 from 153.0 and was 3.9 per t higher than the December 1967 l of 148.6. Among produce items, ier quotations for tomatoes, cabbage, les, and bananas more than offset er prices for most citrus fruits. Meats, average, rose in price with higher tations for beef, fresh pork, and ham eeding prices for bacon, sausages, and ken; staple items, including milk, eggs margarine, also increased, although d prices declined fractionally. Other d items that registered noticeable in- ses were jams, cake mixes, soft drinks lard.

he housing index advanced 0.1 per t to 161.2 from 161.0 and was 4.8 per t higher than the December 1967 l of 153.8. Rents increased by about per cent.

he clothing index remained unchanged ts November level of 138.8, and was per cent above the December 1967 l of 134.7. Lower prices for women's r, piece goods, and dry cleaning et increased prices for men's and dren's wear. Sale prices on items in- ling men's overcoats and sport shirts, women's coats and hosiery kept the eral price level down at a time when majority of clothing items were rising.

he transportation index was un- nged from the November level of 7, and was 1.9 per cent higher than December 1967. In December 1968, price level for gasoline remained un- ged, while higher lubrication charges et lower prices for motor oil in a nber of cities.

he remaining components of the con- er price index were also unchanged. a level of 201.0, the health and per- al care index was 3.7 per cent above December 1967 level of 193.8. The eation and reading index at 180.1, the tobacco and alcohol index at 1, were both 6.1 per cent above their ember 1967 levels of 133.0. In the eation and reading component at 1, higher prices for toys were offset seasonally lower magazine subscrip- rates.

roup indexes a year ago in December : food 148.6; housing (shelter and sehold operation) 153.8; clothing 134.7; transportation 159.6; health and personal care 193.8; recreation and reading 169.7; tobacco and alcohol 133.0.

City Consumer, Dec. 1968

Between November and December, consumer price indexes advanced in all 10 regional cities and city combinations. The increases ranged from 0.1 per cent in Edmonton-Calgary to 0.6 per cent in Toronto.

Food prices rose in nine cities and remained unchanged in one. The housing index increased across the country. The clothing component rose in eight cities, declined in one and remained unchanged in one. Mixed movements were registered in all the other indexes with the exception of the tobacco and alcohol component, which remained unchanged from the previous month.

Regional consumer price index point changes between November 1968 and December 1968 were as follows: Toronto +1.0 to 159.4; Montreal +0.7 to 155.1; St. John's +0.6 to 137.4*; Halifax +0.6 to 148.9; Vancouver +0.6 to 151.2; Saskatoon-Regina +0.5 to 147.6; Winnipeg +0.4 to 153.4; Saint John +0.3 to 151.6; Ottawa +0.3 to 156.5; Edmonton-Calgary +0.1 to 148.6.

Wholesale, Dec. 1968

The general wholesale index (1935-39=100) rose 0.5 per cent in December to 274.0 from the November index of 272.7, and was 2.6 per cent above the December 1967 index of 267.1. Three of the eight major group indexes were higher, three declined, and two were unchanged.

The animal products group index rose 1.2 per cent to 304.4 from 300.7 on higher prices for livestock, fresh and cured meats, and eggs. The wood products group index advanced 0.7 per cent to 378.6 from 376.0 on higher prices for fir, paperboard and hemlock.

The non-ferrous metals products group index declined 0.5 per cent to 244.3 from 245.6 in response to lower prices for silver. Decreases of 0.2 per cent or less were recorded for two major group indexes: textile products to 257.1 from 257.5; and chemical products to 214.2 from 214.5.

Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39=100) declined 0.4 per cent to 261.8 from 262.8 in the four week period November 29 to December 27. The animal products index moved down 0.8 per cent to 339.7 from 342.4 and the field products index rose 0.4 per cent to 183.9 from 183.2.

*On the base June 1951=100.

U.S. Consumer, Nov. 1968

The United States consumer price index (1957-59=100) rose 0.4 per cent to 123.4 in November. The rise wiped out pay gains of 45 million workers, the Government said.

Food prices declined 0.5 per cent, the only bright spot for consumers in the November price picture. This decline was expected, mainly because of cheaper eggs, pork, poultry and fruit.

Clothing prices rose 0.6 per cent, and were 6.5 per cent higher than a year ago. The biggest increases in November were for men's and boys' winter clothing. In transportation costs, higher prices for new cars, tires, automobile repairs, gasoline and motor oil, and increased public transit fares in a number of cities accounted for the increase of 0.5 per cent.

Higher prices for gas, water and sewer service, furniture, and sharply higher rents, contributed to the rise of 0.7 per cent in housing. In other major categories, medical care costs rose 0.5 per cent and recreation 0.4 per cent.

British Retail, Oct. 1968

The British index of retail prices (January 16, 1962=100) was 126.4 at October 15, compared with 125.8 at September 17 and 119.7 at October 17, 1967.

The index for foods, prices of which are affected by seasonal variations, rose by about 3 per cent to 117.4, compared with 113.9 in September. Increases in the average prices of tomatoes, potatoes, sweets and chocolate were mainly responsible for a rise of more than 0.5 per cent in the average level of food prices as a whole, which was 123.4 compared with 122.6 in September.

In the tobacco group, because of termination of resale price maintenance and reductions in the prices of cigarettes, the index figure dropped by about 1.5 per cent to 125.7, compared with 127.8 in September.

The index for the housing group as a whole rose by 0.5 per cent to 142.9, compared with 142.2 in September.

As a result of mainly seasonal increases in the average levels of prices for household coal and coke, the index for the fuel and light group rose by less than 3.5 per cent to 137.6, compared with 133.2 in September.

As a result of rises in telephone charges and charges for admission to cinemas and other services such as dry cleaning, the index for the services group as a whole increased by less than 2.5 per cent to 136.8, compared with 133.7 in September.

Unemployment Insurance Report—October

Unemployment Insurance
and Manpower Section
Dominion Bureau of Statistics

Claimants for unemployment insurance benefit on October 31, 1968 numbered 265,000. This was 18,000 or 7 per cent more than the 247,000 recorded on September 30. Males accounted for practically all of the increase from the end of last month. The number of males rose by 12 per cent, whereas the number of females remain unchanged.

In comparison with the number of claimants at the end of October 1967, which was 242,000, there was a 9-per-cent increase shared equally by males and females. Approximately 46 per cent of the claimants came on claim during the month. One half of the men and one third of the women were in this category.

Of the 117,000 claims filed during the month, 80,000 were initial, and 37,000 were renewal claims. The volume of claims filed was 26,000 or 29 per cent larger than the 91,000 filed last month, and 2,500 or 2 per cent more than the 115,000 filed during October 1967.

The average weekly number of beneficiaries was estimated at 156,000. Benef payments totalled $20.8 million, with th average weekly payment being $26.8 For September, comparable figures wer 199,000, $20.8 million and $26.09; and fo October 1967, they were 139,000, $15. million and $24.86.

Increases over last month in the month end claimant count occurred in all excep two provinces. Whereas the count re mained unchanged in Newfoundland, decrease of 4,500 or 5 per cent was repor ed in Ontario. Ontario was the onl province in which the number of femal claimants declined.

In comparison with the end of Octobe 1967, increases occurred in all province except Ontario, where there was a 12-pe cent reduction in the number of mal claimants.

The increase over last month in th volume of claims filed was common to a provinces and averaged 29 per cent. I Ontario and Nova Scotia, the percentag increases were less, and in the remainir provinces, more than the national averag

Ontario was the only province in whic there was no increase over October 19(in the claim load. In that province, decrease of 7,500 in the number of clain filed was nearly as great as the increas in the rest of the country.

A claimant's unemployment register is place in the active file at the local office as soon the claim is made. As a result the count claimants at any given time inevitably includ some whose claims are in process. "Clair ants" should not be interpreted either "total number of beneficiaries" or "tot registered clients."

Summary Table

Activity	*Oct. 1968*	*Sept. 1968*	*Oct. 1967*	*Cumulative Data 1968* *January to Oct.*	*Cumulative Data 1968* *12 months ending Oct.*
		(in thousands)			
Insured population as at month end	—	5,135	4,732	—	—
Initial and renewal claims filed					
Total	117	91	115	1,481	1,945
Initial	80	62	79	1,091	1,437
Renewal	37	29	36	390	508
Claimants currently reporting to local offices	265	247	242	434*	423*
Beneficiaries (weekly average)	156	199	139	333*	314*
Weeks compensated	777	796	623	14,683	16,486
Benefit paid	$20,843	$20,761	$15,494	$386,705	$433,172
Average weekly benefit	$ 26.82	$ 26.09	$ 24.86	$ 26.34	$ 26.28

*Monthly average.

Publications

the Library

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he publications listed below are not for sale by the Depart-
t of Labour. Persons wishing to purchase them should
mmunicate with the publishers. Publications listed may be
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t of Labour, Ottawa. Applicants must apply through the
ary of their organization. Applications for loans should
the number (numeral) of the publication desired and the
th in which it was listed in the LABOUR GAZETTE.

ual Reports

GREAT BRITAIN. DEPARTMENT OF EMPLOY-
NT AND PRODUCTIVITY. *Annual Report of H. M.*
f Inspector of Factories, 1967. London, HMSO, 1968.
159.

GREAT BRITAIN. DEPARTMENT OF EMPLOY-
NT AND PRODUCTIVITY. *Time Rates of Wages and*
rs of Work, 1st April 1968. London, HMSO, 1968. Pp. [315].
sues prior to 1968 were published by the Department under
wo previous names, Ministry of Labour, and Ministry of
our and National Service.

omation — Labour Aspects

INTERNATIONAL LABOUR OFFICE. *Manpower*
stment Programmes: 3. Canada, Italy, Japan. Geneva,
. Pp. 165.
tle in French: *L'adaptation de la main-d'oeuvre au progrès*
nique.
review of policies and programs to aid workers whose
loyment may be insecure because of automation and other
s of technology.

JREAU INTERNATIONAL DU TRAVAIL. *L'adapta-*
de la main-d'oeuvre au progrès technique: 3. Canada, Italie,
n. Genève, 1968. Pp. 193.
avail et automation, Cahier No. 7.

U.S. BUREAU OF LABOR STATISTICS. *Manpower*
ning for Technological Change; Case Studies of Telephone
rators. Washington, GPO, 1968. Pp. 34.
". . Describes the manpower policies and experiences of
al telephone companies in cushioning the impact of
nological change on their employees."

ective Bargaining

FLANDERS, ALLAN. *Collective Bargaining: Prescrip-*
for Change. London, Faber, 1967. Pp. 7-80.
This essay is a revised version of the written evidence which [the author] submitted to the Royal Commission on Trade Unions and Employers' Associations in November 1966. It forms a companion piece and practical sequel to [the author's] earlier essay on *Industrial Relations: What is Wrong with the System?* [Institute of Personnel Management, Occasional papers no. 24.]."

After outlining what he considers the weaknesses in the present system of industrial relations in Great Britain the author proposes some reforms.

Commerce

6. ATLANTIC PROVINCES ECONOMIC COUNCIL. *International Trade and the Atlantic Provinces.* [Fredericton, N.B.] 1968. Pp. 40.

Contents: Introduction. The exports of the Atlantic Provinces. Trends in world trade. Achievements of the Kennedy Round. The Kennedy Round and the Atlantic Provinces. Conclusion. Appendix: Exports of the Atlantic Provinces by destinations, 1965 and 1966.

7. NATIONAL INDUSTRIAL CONFERENCE BOARD. *The Competitive Position of United States Exports*, by Morton Ehrlich and John Hein. New York, 1968. Pp. 38.

Discusses the relative competitiveness of American exports in world markets between 1955 and 1966.

Commissions of Inquiry

8. GREAT BRITAIN. COMMITTEE OF INQUIRY INTO CERTAIN MATTERS CONCERNING LABOUR IN BUILDING AND CIVIL ENGINEERING. *Report.* London, HMSO, 1968. Pp. 191, [1].

E. H. Phelps Brown, Chairman.

Research supplement [*Labour in the construction industry, a survey among employers*, prepared by Research Services Ltd.]. London H.M.S.O., 1968. Pp. 75.

The Committee was appointed to inquire into the hiring and use of labour in building and civil engineering with particular reference to "labour-only sub-contracting", and to make recommendations. The research supplement discusses the private contractor in the construction industry, the characteristics of the companies surveyed, their employment strategy and recruitment and discharge policy, and their turnover and stability. As well, the supplement comments on the experience and attitudes of the companies regarding labour-only sub-contracting and the trade unions.

9. GREAT BRITAIN. COURT OF INQUIRY INTO A

DISPUTE AT ROOTES MOTORS LIMITED, LINWOOD, SCOTLAND. *Report*. London, HMSO, 1968. Pp. 43.

At head of title: Industrial courts act, 1919.

10. NEW BRUNSWICK. ROYAL COMMISSION ON EMPLOYER-EMPLOYEE RELATIONS IN THE PUBLIC SERVICES OF NEW BRUNSWICK. *Report*. [Fredericton] 1967. Pp. 103.

Saul J. Frankel, Commissioner.

The terms of reference of this Royal Commission were "(a) to study the relationship between the Government and those persons who come within the terms of the Civil Service Act with respect to collective bargaining on remuneration and other conditions of work; and (b) to study the processes of determining rates of pay and other conditions of work, with respect to employees of (i) hospitals, and (ii) school boards supported from the Consolidated Fund of the Province of New Brunswick."

11. ONTARIO. ROYAL COMMISSION INQUIRY INTO LABOUR DISPUTES. *Report*. August 1968. Toronto, Queen's Printer, 1968. Pp. 263.

Hon. Ivan C. Rand, Commissioner.

Contents: Pt. 1. [Findings]. Pt. 2. Recommendations. Pt. 3. [Appendices]: App. A. Written or oral submissions. App. B. Acknowledgements. App. C. Working agenda. App. D. *A study of labour disputes in Ontario, 1958-1967*. App. E. *Analysis of collective bargaining situations arising in the non-construction industries of Ontario during 1967*.

The terms of reference of the Royal Commission were "to inquire into the means of enforcement of the rights, duties, obligations and liabilities of employees and employers, individually and collectively, and of trade unions and their members, individually and collectively, with relations to each other and to the general public or any individual or section thereof, and the use of strikes, cessations of work, lockouts, picketing, demonstrations and boycotts, whether lawful or unlawful, in labour disputes, and to examine the use of and procedures for obtaining injunctions in relation thereto, and to report thereon and to make . . . recommendations . . ."

Economic Council of Canada

12. DALY, DONALD JAMES. *Scale and Specialization in Canadian Manufacturing*, by D. J. Daly, B. A. Keys and E. J. Spence. Ottawa, Queen's Printer, 1968. Pp. 102.

Economic Council of Canada. Staff study no. 21.

This study "summarizes and develops the basic factual information on the differences in levels of real output per employed person in manufacturing between Canada and the United States." The report consists of three parts: an introduction, a review of the main findings, and a review of the results of the company interviews for the nine broad industry groups covered.

13. WILSON, ANDREW H. *Science, Technology and Innovation*. Ottawa, Queen's Printer, 1968. Pp. 139.

Economic Council of Canada. Special study no. 8.

Contents: Definitions and concepts. A short historical review of science and technology. The available statistics. Invention and innovation. The future.

Fringe Benefits

14. THORNE GROUP LTD. *Fringe Benefit Costs in Canada, 1967*. Toronto, 1968. Volume (various pagings).

Contents: Introduction. Summary of findings. Types and prevalence of fringe benefits. Contributory and non-contributory pension and welfare plans. Analysis of cost experience. Premium pay outlays. Basis of support, as between employers and employees, of pension, welfare and savings and thrift plans. Fringe benefit costs as per cent of payroll 1953 1967. Comparison with United States experience.

Industry

15. CANADA. TASK FORCE ON THE STRUCTURE OF CANADIAN INDUSTRY. *Foreign Ownership and the Structure of Canadian Industry; Report*. Ottawa, Queen's Printer, 1968. Pp. 427.

"This study was commissioned by the Government of Canada . . . [and] published under the auspices of the Privy Council Office . . ."

Melville H. Watkins, Chairman of the Task Force.

"It is the intent of this report to analyze the causes and consequences of foreign investment, to assess actual benefits and costs, and to put forth proposals for legislative consideration."

16. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Costs and Prices of the Chocolate and Sugar Confectionery Industry*. London, HMSO, 1968. Pp. 27.

17. PRATTEN, C. *The Economies of Large-Scale Production in British Industry, an Introductory Study*, by C. Pratten and R. M. Dean in collaboration with A. Silberston. Cambridge [Eng.], University Press, 1965. Pp. 105.

"This paper is a progress report on a project of research being undertaken at the Department of Applied Economics [of Cambridge University] to measure and compare the economies of large-scale production in a number of industries. Book printing, footwear, steel production, and oil refining are examined in this study. The meaning of economies of scale and the methods of measuring these economies are also discussed.

Industry — Location

The following three pamphlets were prepared and issued by the Alberta Government Publicity Bureau of the Department of Industry and Tourism in Edmonton in 1968.

18. *Survey of Camrose*. Rev. June 1968. Pp. 20.

19. *Survey of Provost*. 1968. Pp. 15.

20. *Survey of Redwater*. July 1968. Pp. 14.

Labour Laws and Legislation

21. JENKINS, CLIVE. *The Kind of Laws the Unions ought to want*, by Clive Jenkins and J. E. Mortimer. [1st ed.] Oxford, Pergamon Press, [1968]. Pp. viii, 184.

The authors argue for more legislation to protect trade union rights and to improve minimum labour standards. They feel that British unions are "underprivileged and their members . . . are divorced from the power and denied the gains they deserve." Contents: The surprising absence of a strategy. Under-privilege in industrial relations. Why not a legal right to organize and bargain collectively? Complaints under ILO conventions—and the case of the FSMBS [Foreman and Staff Mutual Benefit Society, an alleged employer-sponsored organization]. Security of employment—and the employee's inadequate protection against arbitrary dismissal. The portable pension problem. How long a work week? How long to rest? A minimum wage? Laws we do not need—the Prices and Incomes Acts.

22. SCHAEFFER, MAURICE. *Industrial Law in South Africa* [by] M. Schaeffer [and] J. F. Heyne. [1st ed.] Pretoria, J. L. Van Schaik, Ltd. [c1968]. [xvi], 302 p.

23. WHINCUP, MICHAEL HYNES. *Redundancy and the Law; a Short Guide to the Law on Dismissal with and witho*

rice, and Rights under the Redundancy Payments Act 1965. ed.] Oxford, New York, Pergamon Press, 1967. Pp. vii, 79.
This book is designed to meet the needs of both manage- nt and labour for a clear and practical explanation of the Redundancy Payments Act [of Great Britain]. Many examples the application of the Act are given, together with a state- nt of related rules as to notice and dismissal at common law under the Contracts of Employment Act."

our Organization

4. BAKKE, EDWARD WIGHT, comp. *Unions, Manage- t, and the Public; Readings and Text [compiled by] E. Wight ke, Clark Kerr [and] Charles W. Anrod.* 3d. ed. New York, court, Brace & World [1967]. Pp. xvii, 750.
This is an introductory text in industrial relations with porting readings. Some of the topics covered are the elopment of unionism, the establishment of unions, the ntenance of trade unionism, management and unions, strial conflicts, collective bargaining, labour in politics, loyment security, social security, wage determination, es and the economy, and the future of unionism.

5. BARBASH, JACK. *American Unions: Structure, Govern- t and Politics.* New York, Random House [1967]. Pp. 183.
ontents: Introduction. Jurisdiction and structure of Ameri- unions. The local union. The local union substructure and union member. The intermediate body in union govern- t. The national union—constitution and convention. The onal union—leadership and administration. The AFL- O—the government of a Federation. Power and influence hin the AFL-CIO. Inside politics of the Union. The union government—a summing up.

6. EDGREN, GUS. *The Role of Trade Unions in Industrial elopment.* Submitted by the Government of Sweden. New k, U.N. Industrial Development Organization, 1967. Pp. 19.
t head of title: International Symposium on Industrial elopment, Athens, 29 November to 20 December 1967.

7. HUGHES, JOHN. *Trade Union Structure and Govern- t.* London, HMSO, 1967-1968. 2 vols.
Great Britain] Royal Commission on Trade Unions and ployers' Associations. Research papers, 5.
ontents: Pt. 1. Structure and development. Pt. 2. Member- participation and trade union government.
art 1 deals with structural problems and developments, r-union relations and the activities of federations. Part 2 s with problems and developments affecting trade union ernment, particularly those relating to member participa- and the election and selection of union officers.

nagement

3. CARLISLE, ARTHUR ELLIOTT. *The Effect of Cul- l Differences on Managerial and Industrial Relations Policies Practices: a Study of U.S.-controlled Companies operating nglish and French Canada.* Ann Arbor, Mich., University rofilms, 1968. Pp. v, 206.
hesis (Ph.D.)—University of Michigan, 1966.
This is an authorized facsimile . . . produced by microfilm- graphy in 1968 . "
ontents: Research goals of the study and related objectives. United States, Canada and Quebec. Institutional be- lor—United States and Canada. How government-business ions are viewed by business managers in three cultures: United States, Ontario and Quebec. Differential percep- s of trade unionism in three cultures. How institutional rences between the United States, English Canada and ch Canada are perceived by managers. Mobility of onnel between the United States, English Canada and French Canada. Relations with the home office and some special situations encountered by managers in foreign-controlled subsidiaries. Factory managers' opinions on managerial style in the United States, English Canada and French Canada. Responses of supervisors in the United States, English Canada and French Canada to managerial attitude questionnaire.

29. KILLIAN, RAY A. *Managing by Design for Maximum Executive Effectiveness.* New York, American Management Association, 1968. Pp. 370.
The author offers practical guidelines for becoming an effective manager. He discusses the qualifications of the effective executive, how to establish objectives, how to plan the task to be done, how to achieve goals, how to improve performance and potential, how to delegate, make decisions, and solve problems, how to communicate effectively with people, how to use electronic data processing in managing, etc.

Older Workers

30. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Job Redesign for Older Workers; Pilot Study and Survey in Eight Member Countries,* by G. Marbach. Paris, 1968. Pp. 75.
Describes techniques of job redesign to improve the productivity of older workers.

31. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Placement Techniques for Older Workers,* by Irvin Sobel and Richard C. Wilcock. Paris, 1966. Pp. 81.
This report "deals with the question of how the employment services may improve their placement methods and their use of other facilities and agencies to extend the employment possibilities for older workers."

Unemployment

32. BLAUSTEIN, SAUL J. *Unemployment Insurance Objectives and Issues; an Agenda for Research and Evaluation.* Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1968. Pp. vii, 64.
The author spent more than a dozen years as a member of the Unemployment Insurance Service staff of the U.S. Department of Labor's Bureau of Employment Security, directing program research and evaluation activities. He reviews the present unemployment insurance program in the U.S. and suggests improvements.

33. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Compensatory Employment Programs; an International Comparison of Their Role in Economic Stabilisation and Growth,* by E. Jay Howenstine. Paris, 1968. Pp. 481.
"Compensatory employment programs" is a term used to include public work activities and work relief activities and public works, measures to promote full employment, economic development and growth. "The main purpose of this study . . . [is] to identify, analyse and appraise the constraints operating on the capacity and flexibility of various types of public employment, and to the extent possible to discover ways of overcoming or at least minimising, these constraints."

Wages and Hours

34. GINSBURG, HELEN. *Wage Differentials in Hospitals, 1956-1963; a Study emphasizing the Wages of Nurses and Unskilled Workers in Non-government Hospitals.* Ann Arbor, Mich., University Microfilms, 1968. Pp. 310.
Thesis (Ph.D.)—New School for Social Research, 1967.
"This is an authorized facsimile . . . produced by microfilm-xerography in 1968."
This study examines the economics of the hospital industry,

employment conditions in hospitals, and wage differentials in hospitals. It points out that some hospital personnel problems result from the low wages paid to hospital employees.

35. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Electricity Supply Industry National Guidelines covering Productivity Payments.* London, HMSO, [1968]. Pp. 21.

The Board was asked to examine an agreement "setting out national guidelines for productivity payment schemes covering industrial workers employed on the distribution side of the electricity supply industry with special reference to the needs of the industry and the possible implications for other groups of workers employed in the industry."

36. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Report on a Settlement relating to the Pay of Certain Workers employed in the Thermal Insulation Contracting Industry.* London, HMSO, 1968. Pp. [8].

37. INTERNATIONAL LABOUR OFFICE. *Wages: a Workers' Education Manual.* [New ed.]. Geneva, 1968. Pp. x, 255.

Title in French: *Les salaires; cours d'éducation ouvrière.*

This manual describes the principal wage problems, including the factors that determine wage levels and the methods by which wages are fixed. There are 16 lessons, various ILO texts relating to wages, and suggestions for further reading.

BUREAU INTERNATIONAL DU TRAVAIL. *Les salaires; cours d'éducation ouvrière.* Genève, 1968. Pp. 284.

Le titre en anglais: *Wages; a workers' education manuel.*

38. TURNER, HERBERT ARTHUR. *Wage Trends, Wage Policies, and Collective Bargaining: the Problems for Underdeveloped Countries.* Cambridge [Eng.]. University Press, 1966. Pp. 76.

Contents: Wage trends in underdeveloped countries. The wage policy of the ILO and collective bargaining in general. Incomes policy and collective bargaining in underdeveloped countries. Principles of wage-fixing in underdeveloped countries. Wage fixing machinery and general considerations.

Women — Education

39. U.S. WOMEN'S BUREAU. *Continuing Education Programs and Services for Women.* [Rev. ed. Washington, GPO, 1968]. Pp. 104.

This report offers information about continuing education programs for mature women who wish to update their skills and knowledge before reentering the work force or to furthe their education. Appendices contain lists of schools with speci programs or services for adult women, by state; related servic or programs for adult women, by state; and, federal funds fc continuing education programs.

40. U.S. WOMEN'S BUREAU. *Trends in Educational A tainment of Women.* April 1968. Washington, GPO, 196 Pp. 18.

Miscellaneous

41. BISHOP, CHARLES EDWIN. *The People left Behin* Washington, U.S. Dept. of Labour, Manpower Administratio 1968. Pp. 29.

"Condensed transcript of the seminar held in Washingto D.C., December 14, 1967."

The title of Dr. Bishop's presentation is also the title of th report of the President's National Advisory Commission o Rural Poverty. Dr. Bishop was Executive Director of thi Commission.

42. deFONTENAY, PATRICK BOURDEAU. *Inflatio Growth and Cost Structure: an International Comparison.* An Arbor, Mich., University Microfilms, 1968. Pp. 165.

Thesis (Ph.D.)—Yale University, 1967.

"This is an authorized facsimile . . . produced by microfil xerography in 1968 . . ."

"This dissertation deals with some aspects of the cyclica relationship between growth and inflation. It studies the effe of changes in the rate of output and the pressure of demand c money incomes, productivity, costs and prices in the manu facturing sector of the United States, the United Kingdom, th Netherlands, and Norway between 1949 and 1960."

43. GREAT BRITAIN. NATIONAL BOARD FO PRICES AND INCOMES. *Job Evaluation.* London, HMS 1968. Pp. [50].

Assesses the contribution that job evaluation can make an considers how far it is used in Great Britain and at what rat its use is growing, in what areas of industry it is applied, an which methods are in most common use. This report is base on a sample of 100 firms.

44. TRADES UNION CONGRESS. *Training Shop Ste ards.* London, 1968. Pp. 90.

Contents: The shop steward. The case for training. Trainin facilities. Development of training. Day release. Summar Appendices.

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From: Previous Month	Percentage Change From: Previous Year
		(in thousands)		
TAL CIVILIAN LABOUR FORCE*	December 14	7,940	− 0.9	+ 3.2
Employed	December 14	7,567	− 1.4	+ 3.0
Agriculture	December 14	467	−10.7	− 4.1
Non-agriculture	December 14	7,100	− 0.8	+ 3.5
Paid workers	December 14	6,561	− 1.1	+ 3.8
At work 35 hours or more	December 14	6,100	+19.6	+ 1.8
At work less than 35 hours	December 14	1,250	−46.4	+ 9.3
Employed but not at work	December 14	217	−10.7	+ 4.3
Unemployed	December 14	373	+10.4	+ 5.7
Atlantic	December 14	45	+12.5	+ 7.1
Quebec	December 14	152	+13.4	+20.6
Ontario	December 14	87	+ 6.1	− 4.4
Prairie	December 14	45	+28.6	0.0
Pacific	December 14	44	− 6.4	−10.2
Without work and seeking work	December 14	343	+ 7.9	+ 5.2
On temporary layoff up to 30 days	December 14	30	+50.0	+11.1
DUSTRIAL EMPLOYMENT (1961 = 100)	November	124.9	− 0.8	+ 0.5
Manufacturing employment (1961 = 100)	November	123.6	− 0.8	+ 0.3
MIGRATION	1st 9 months	136,376	—	−21.9
Destined to the labour force	1st 9 months	70,616	—	−25.7
RIKES AND LOCKOUTS				
Strikes and lockouts	December	58	−17.2	+ 5.5
No. of workers involved	December	13,196	− 9.4	+39.8
Duration in man days	December	104,980	−52.6	−30.6
RNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	November	$113.75	+ 0.8	+ 8.1
Average hourly earnings (mfg.)	November	$ 2.66	+ 0.8	+ 8.1
Average hours worked per week (mfg.)	November	40.9	0.0	+ 0.5
Average weekly wages (mfg.)	November	$108.71	+ 0.5	+ 8.5
Consumer price index (1949 = 100)	December	158.0	+ 0.3	+ 4.1
Index numbers of weekly wages in 1961 dollars (1961 = 100)	September	118.8	+ 2.3	+ 3.8
Total labour income (thousands of dollars)	September	3,080	+ 1.8	+ 8.8
DUSTRIAL PRODUCTION				
Total (average 1961 = 100)	October	166.7	+ 1.8	+ 7.6
Manufacturing	October	167.3	+ 0.8	+ 8.1
Durables	October	190.3	+ 2.1	+12.6
Non-durables	October	148.5	− 0.5	+ 3.9
W RESIDENTIAL CONSTRUCTION†				
Starts	November	19,057	+13.1	+60.3
Completions	November	14,078	− 0.5	+11.6
Under construction	November	104,534	+ 5.0	+24.9

timates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statics, which in addition contains the characteristics of the labour force, together with definitions and explanatory notes.

entres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

A — Labour Force

TABLE A-1—Regional Distribution, Week Ended December 14, 1968

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	7,940	633	2,221	2,939	1,331	816
Men	5,401	437	1,544	1,976	898	546
Women	2,539	196	677	963	433	270
14-19 years	767	68	209	254	147	89
20-24 years	1,158	117	370	378	189	104
25-44 years	3,413	237	980	1,310	530	356
45-64 years	2,380	194	606	908	421	251
65 years and over	222	17	56	89	44	16
EMPLOYED	7,567	588	2,069	2,852	1,286	772
Men	5,107	397	1,425	1,913	860	512
Women	2,460	191	644	939	426	260
Agriculture	467	21	95	134	198	19
Non-agriculture	7,100	567	1,974	2,718	1,088	753
Paid workers	6,561	513	1,816	2,542	999	691
Men	4,300	341	1,227	1,670	615	447
Women	2,261	172	589	872	384	244
UNEMPLOYED	373	45	152	87	45	44
Men	294	40	119	63	38	34
Women	79	*	33	24	*	10
PERSONS NOT IN LABOUR FORCE	6,495	713	1,927	2,210	1,015	630
Men	1,755	230	503	565	285	172
Women	4,740	483	1,424	1,645	730	458

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

ABLE A-2—Age, Sex and Marital Status, Week Ended December 14, 1968

	Total	14-19 Years All Persons	20-64 years Men Married	20-64 years Men Other	20-64 years Women Married	20-64 years Women Other	65 Years and Over All Persons
			(in thousands)				
PULATION 14 YEARS OF AGE AND OVER*	14,435	2,393	4,105	1,130	4,220	1,069	1,518
BOUR FORCE	7,940	767	3,911	905	1,389	746	222
Employed	7,567	697	3,758	824	1,356	723	209
Unemployed	373	70	153	81	33	23	13
T IN LABOUR FORCE	6,495	1,626	194	225	2,831	323	1,296
RTICIPATION RATE†							
1968—December 14	55.0	32.1	95.3	80.1	32.9	69.8	14.6
November 16	55.6	33.1	95.9	80.1	33.7	70.2	14.7
EMPLOYMENT RATE‡							
1968—December 14	4.7	9.1	3.9	9.0	2.4	3.1	5.9
November 16	4.2	9.7	3.3	8.2	1.8	3.2	**

xcludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
he labour force as a percentage of the population 14 years of age and over.
he unemployed as a percentage of the labour force.
Less than 10,000 unemployed.
URCE: Labour Force Survey, DBS.

ABLE A-3—Unemployed, Week Ended December 14, 1968

	December 1968	November 1968	December 1967
	(in thousands)		
TAL UNEMPLOYED	373	338	353
On temporary layoff up to 30 days	30	20	27
Without work and seeking work	343	318	326
Seeking			
Full-time work	320	298	312
Part-time work	23	20	14
Under 1 month	110	118	116
1-3 months	142	112	135
4-6 months	47	44	42
More than 6 months	44	44	33

URCE: Labour Force Survey, DBS.

B — Labour Income

ABLE B-1—Estimates of Labour Income, by Industry

his table was not received in time for inclusion in this issue. It will reappear in April.

C — Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at September 1968, employers in the principal non-agricultural industries reported a total employment of 3,732,330. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite‡*			*Manufacturing*		
	Index Numbers (1961 = 100)			*Index Numbers (1961 = 100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
Average						
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1967†	122.6	131.4	102.79	123.2	130.6	106.53
1967—September	125.9	133.9	104.77	125.5	133.0	108.45
October	124.8	134.3	105.10	123.3	134.1	109.32
November	124.3	134.5	105.26	123.2	134.5	109.71
December	120.5	131.1	102.49	119.8	132.1	107.83
1968—January	118.6	135.6	106.10	119.8	135.3	110.30
February	117.1	137.0	107.17	117.8	136.5	111.31
March	118.0	137.5	107.57	119.4	136.7	111.48
April	119.3	139.3	108.97	120.2	140.2	114.33
May	122.7	139.8	109.39	122.0	140.2	114.35
June	124.6	140.5	109.92	123.3	140.1	114.23
July	124.0	140.5	109.93	121.8	138.8	113.20
August*	126.9	141.8	110.92	125.3	140.4	114.48
September†	126.6	143.7	112.43	125.5	143.5	117.01

*Revised. †Preliminary.

‡Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

BLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	September 1968	August 1968	September 1967	September 1968	August 1968	September 1967
	(1961 = 100)			$	$	$
GION AND PROVINCE						
antic Region	122.2	125.6	124.2	91.29	90.23	85.98
Newfoundland	125.5	131.1	134.1	100.72	100.04	91.69
Prince Edward Island	143.8	147.7	140.7	71.87	70.67	70.83
Nova Scotia	118.4	120.7	117.6	89.43	88.12	83.84
New Brunswick	122.7	126.0	124.2	89.34	88.21	86.06
bec	121.5	122.3	122.7	110.25	108.86	103.05
ario	129.5	128.6	127.1	116.58	114.73	107.82
irie Region	125.9	126.9	125.1	105.93	105.28	99.03
Manitoba	119.4	119.1	119.1	102.49	102.01	94.22
Saskatchewan	124.3	125.7	124.7	103.77	102.18	97.21
Alberta	131.9	134.1	130.4	109.42	108.94	103.49
ish Columbia	133.8	134.5	133.1	123.39	121.98	117.23
CANADA	126.6	126.9	125.9	112.43	110.92	104.77
BAN AREAS						
St. John's	144.8	147.5	145.7	88.67	87.73	82.58
Halifax	117.1	117.4	115.7	92.56	91.96	86.42
Sydney	102.5	103.7	100.2	97.14	94.68	94.70
Moncton	121.7	123.3	118.8	87.54	87.09	82.18
Saint John	111.5	110.7	110.9	90.94	90.75	84.89
Chicoutimi	108.7	108.7	111.8	126.70	126.17	121.71
Montreal	123.6	123.5	124.0	111.80	110.63	103.96
Quebec	118.5	118.4	120.5	94.60	93.92	89.61
Shawinigan	99.4	101.0	97.7	114.66	112.69	105.39
Sherbrooke	117.4	117.3	121.8	94.55	94.24	86.76
Trois-Rivières	113.4	115.6	113.7	103.96	101.37	96.55
Ottawa-Hull	131.1	132.5	125.5	104.76	104.97	98.10
Belleville	121.5	120.3	117.7	97.20	94.64	90.13
Brampton	264.1	259.3	250.7	115.74	114.01	107.19
Brantford	133.2	135.2	132.1	105.50	106.59	100.47
Fort William-Port Arthur	128.0	118.8	127.8	109.12	104.68	102.90
Guelph	139.4	140.0	137.3	106.13	105.63	97.61
Hamilton	122.4	122.5	121.6	118.70	119.23	109.69
Kingston	123.6	127.3	122.6	109.62	110.20	100.61
Kitchener	148.8	147.7	143.3	105.58	103.41	95.20
London	123.8	122.7	125.7	107.93	107.80	100.13
Niagara Falls	117.5	117.9	121.6	105.17	103.60	98.08
Oshawa	142.5	118.4	137.3	145.55	131.89	129.94
Peterborough	131.8	128.9	134.7	115.69	114.16	111.22
Sarnia	142.7	143.2	124.6	150.25	149.63	132.78
Sault Ste. Marie	122.4	123.7	118.7	124.79	124.64	119.67
Sudbury	114.8	116.1	113.0	137.43	135.89	123.85
St. Catharines	144.5	136.5	147.6	123.46	122.72	115.25
Timmins	74.1	76.0	81.6	101.74	101.25	94.86
Toronto	130.4	129.7	127.9	116.83	115.54	108.22
Welland	107.5	107.3	107.2	130.33	130.30	120.30
Windsor	155.9	153.0	150.1	141.54	131.16	123.01
Winnipeg	119.2	118.9	119.7	94.94	94.79	88.79
Regina	124.7	126.3	123.2	98.01	95.25	93.55
Saskatoon	152.1	150.2	152.3	100.54	100.48	93.69
Calgary	138.1	140.4	140.0	109.19	108.21	104.13
Edmonton	138.5	140.1	133.5	104.13	104.24	97.72
Vancouver	133.1	133.5	130.1	118.96	117.48	111.16
Victoria	122.5	125.2	128.1	105.33	105.28	98.98

est figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing		Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Administration**	Total Specified Industries
			Non-Durables	Durables					Non commercial Sector†	Commercial Sector‡		
						(in thousands)						
CANADA												
Sept. 1968*	76.9	121.2	877.5	803.6	409.4	663.7	992.6	282.5	903.8	638.8	289.0	6,058.9
Aug. 1968*	80.1	122.6	881.8	798.5	405.6	666.2	978.1	283.2	868.9	641.1	291.2	6,017.3
Sept. 1967	82.9	119.9	849.7	799.2	403.6	668.5	944.2	264.3	838.7	598.7	281.4	5,851.1
NEWFOUNDLAND												
Sept. 1968*	2.6	5.8	10.3	2.1	9.9	13.9	16.6	2.0	17.8	8.3	7.1	96.5
Aug. 1968*	3.1	5.9	10.5	2.3	10.2	15.3	16.6	2.0	17.7	8.5	7.7	99.7
Sept. 1967	3.4	5.7	10.3	2.5	11.6	17.6	16.4	1.8	16.8	6.7	6.6	99.5
PRINCE EDWARD ISLAND												
Sept. 1968*	—	—	2.1	0.5	2.4	3.6	4.7	0.6	4.8	1.8	2.5	23.1
Aug. 1968*	0.2	—	2.4	0.4	2.4	3.2	4.0	0.6	4.6	2.1	2.3	22.4
Sept. 1967	0.1	0.1	2.4	0.5	2.4	3.0	3.8	0.6	4.2	2.0	2.0	21.0
NOVA SCOTIA												
Sept. 1968*	2.9	6.9	19.3	15.0	15.7	21.3	32.4	6.6	29.6	15.4	18.0	183.1
Aug. 1968*	3.0	6.9	19.9	15.2	15.7	22.6	32.5	6.6	28.1	15.7	18.9	185.0
Sept. 1967	2.6	7.3	18.8	16.2	13.9	21.7	28.9	6.3	28.1	14.0	17.6	175.4
NEW BRUNSWICK												
Sept. 1968*	9.3	2.6	19.0	10.8	10.0	20.4	25.1	4.5	24.3	10.5	9.5	146.0
Aug. 1968*	9.5	2.6	19.8	12.2	9.9	21.0	25.4	4.5	23.3	10.6	10.3	149.2
Sept. 1967	10.4	2.8	18.4	10.6	11.8	22.2	23.1	4.2	22.8	10.7	8.8	145.8
QUEBEC												
Sept. 1968*	25.7	25.7	326.6	200.8	96.3	185.0	245.2	79.2	254.8	162.2	57.3	1,658.8
Aug. 1968*	28.2	26.3	328.4	199.3	95.0	185.4	242.2	80.4	248.5	163.1	56.5	1,653.3
Sept. 1967	30.2	26.6	313.9	197.0	95.0	181.7	240.2	74.8	239.7	165.7	60.1	1,625.0
ONTARIO												
Sept. 1968*	11.5	35.3	379.8	451.4	159.2	212.2	388.8	122.3	336.2	260.1	126.0	2,482.8
Aug. 1968*	12.2	35.7	377.4	445.6	156.1	210.1	381.6	121.5	322.3	259.1	126.7	2,448.5
Sept. 1967	13.3	34.9	370.2	447.2	149.1	216.0	369.1	115.1	304.9	233.1	117.8	2,370.8
MANITOBA												
Sept. 1968*	0.9	6.8	28.2	20.7	18.9	47.5	53.0	12.9	42.1	30.2	14.2	275.3
Aug. 1968*	0.8	6.9	28.3	20.5	18.9	48.1	52.2	13.1	39.7	29.2	14.7	272.5
Sept. 1967	0.9	6.5	27.7	19.9	18.2	48.1	52.6	12.2	40.5	28.7	13.6	269.0
SASKATCHEWAN												
Sept. 1968*	0.4	5.1	10.2	5.7	17.2	27.4	39.7	8.2	39.0	19.9	12.1	184.9
Aug. 1968*	0.4	5.2	10.5	6.1	16.7	27.6	40.2	8.1	38.2	20.1	12.7	185.9
Sept. 1967	0.2	5.4	9.9	5.8	18.0	27.5	38.4	8.2	38.1	18.1	13.8	183.5
ALBERTA												
Sept. 1968*	2.3	20.3	26.7	23.6	39.7	50.4	80.7	17.9	73.2	53.3	23.0	411.1
Aug. 1968*	2.3	20.1	27.5	24.0	40.5	50.9	80.0	17.9	71.0	54.0	22.2	410.5
Sept. 1967	1.9	18.9	26.4	26.1	41.9	51.1	75.0	15.7	67.7	48.4	22.3	395.5
BRITISH COLUMBIA												
Sept. 1968*	21.3	10.1	55.1	72.8	39.0	80.1	105.6	28.3	80.5	75.6	17.1	585.7
Aug. 1968*	20.4	10.3	56.8	72.9	39.0	80.0	102.6	28.3	74.1	77.1	17.1	578.6
Sept. 1967	19.8	10.0	51.4	73.5	41.0	78.0	96.2	25.3	74.4	70.2	16.8	556.6

*Preliminary. †Refers to employment in hospitals and education and related services. Welfare and religious organizations are excluded at present.

‡Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (excl domestic service) and miscellaneous services.

**Excludes municipal government employees and provincial employees in British Columbia.

NOTE: Estimates may not add to totals due to rounding. Yukon and NWT included in Canada total only.

BASIS: 1960 Standard Industrial Classification.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

BLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries*		
	September 1968	August 1968	September 1967	September 1968	August 1968	September 1967
	(1961 = 100)			$	$	$
NING, INCLUDING MILLING	110.8	112.8	110.0	141.21	139.09	130.39
Metals	103.0	104.0	105.0	142.18	140.68	129.55
Mineral fuels	102.3	105.1	103.5	147.87	145.73	140.00
Non-metals except fuels	124.5	130.3	119.5	130.37	124.92	119.13
Quarries and sand pits	118.2	121.3	131.1	123.08	120.41	114.84
Services incidental to mining	161.3	162.7	136.6	144.02	143.10	137.35
NUFACTURING	125.5	125.3	125.5	117.01	114.48	108.45
Durable goods	135.0	133.8	135.4	127.69	124.03	116.74
Non-durable goods	117.8	118.4	117.4	107.11	105.75	100.75
Food and beverages	120.4	123.3	120.9	100.55	98.92	93.93
Foods	121.2	123.8	121.8	97.29	95.73	90.87
Beverages	114.9	120.0	115.0	122.19	119.58	114.13
Tobacco processing and products	91.4	92.8	95.1	124.27	123.11	111.33
Rubber products	125.7	113.2	125.5	121.85	113.23	111.18
Leather products	101.7	102.3	97.7	77.31	76.98	72.47
Textile products	119.0	118.4	118.7	97.89	95.93	89.84
Knitting mills	117.2	117.2	112.4	72.78	72.77	69.69
Clothing	110.8	111.0	110.0	70.31	72.33	67.05
Wood products	112.4	113.9	111.9	106.27	103.63	97.95
Furniture and fixtures	130.4	129.0	130.9	97.70	95.34	90.19
Paper and allied industries	118.1	119.1	119.4	134.85	132.52	129.03
Printing, publishing and allied industries	114.3	114.4	115.2	121.62	119.83	114.11
Primary metal industries	127.2	128.6	123.3	138.51	139.67	129.07
Metal fabricating industries	133.6	132.9	134.1	124.45	121.52	113.52
Machinery, except electrical	142.5	143.8	146.1	132.73	130.76	122.22
Transportation equipment	153.7	144.9	155.5	145.32	135.22	129.04
Electrical products	144.7	144.2	146.7	119.60	116.70	110.25
Non-metallic mineral products	122.4	124.0	122.7	125.47	123.56	116.35
Petroleum and coal products	104.3	107.6	103.4	169.34	168.25	159.29
Chemicals and chemical products	118.2	119.0	117.4	130.98	129.73	122.59
Miscellaneous manufacturing industries	141.1	139.6	136.0	99.64	99.26	94.32
NSTRUCTION	133.3	135.3	133.7	144.57	142.10	135.98
Building	138.7	140.3	134.4	141.08	139.01	131.75
Engineering	123.9	126.6	132.4	151.35	148.04	143.41
NSPORTATION, COMMUNICATION AND THER UTILITIES	112.9	114.2	113.7	124.97	123.25	115.28
Transportation	110.0	111.6	111.4	123.92	121.73	114.05
Storage	115.5	105.9	113.1	109.48	107.54	98.53
Communication	118.2	119.7	119.0	119.98	119.72	110.52
ADE	130.2	128.0	126.9	87.98	87.97	82.17
Wholesale trade	124.3	124.4	123.6	110.46	108.58	102.24
Retail trade	133.4	129.9	128.8	76.31	76.98	71.45
ANCE, INSURANCE AND REAL ESTATE	131.9	132.8	127.1	107.82	107.57	99.53
Financial institutions	135.2	136.3	129.0	105.64	104.80	97.07
Insurance and real estate	127.3	128.2	124.5	110.94	111.53	102.95
VICE	163.5	165.6	160.4	79.77	79.42	75.89
Recreational services	153.4	160.0	141.2	70.65	71.17	67.68
Business services	177.2	177.1	172.2	123.52	122.48	115.32
Personal services	152.3	153.2	148.6	58.55	58.67	55.99
Miscellaneous services	189.8	195.9	196.6	87.55	86.69	84.81
USTRIAL COMPOSITE	126.6	126.9	125.9	112.43	110.92	104.77

est figures subject to revision.

e: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Sept. 1968	Aug. 1968	Sept. 1967	Sept. 1968	Aug. 1968	Sept. 1967	Sept. 1968	Aug. 1968	Sept. 1967
				$	$	$	$	$	$
MINING, INCLUDING MILLING	41.9	41.7	41.7	3.12	3.08	2.88	130.63	128.52	120.23
Metals	41.3	41.2	40.6	3.26	3.22	3.04	134.45	132.76	123.45
Mineral fuels	42.3	41.9	43.9	2.65	2.62	2.42	112.09	109.98	106.39
Non-metals, except fuels	42.9	42.2	42.2	2.91	2.87	2.68	124.85	121.09	113.22
Quarries and sand pits	48.5	47.9	50.1	2.48	2.45	2.25	120.04	117.40	112.98
Services incidental to mining	41.2	41.2	41.5	3.40	3.36	3.14	139.79	138.49	130.27
MANUFACTURING	40.9	40.4	40.8	2.62	2.59	2.43	107.34	104.63	99.20
Durable goods	41.8	40.9	41.4	2.86	2.82	2.62	119.33	115.37	108.52
Non-durable goods	40.1	40.0	40.3	2.38	2.36	2.23	95.61	94.28	90.07
Food and beverages	40.4	39.9	40.4	2.24	2.24	2.09	90.52	89.43	84.37
Foods	40.5	39.9	40.4	2.17	2.18	2.02	87.95	86.75	81.88
Beverages	39.9	40.5	40.6	2.83	2.77	2.61	112.94	111.93	105.74
Tobacco processing and products	37.4	37.8	36.8	3.06	2.99	2.74	114.22	112.90	100.80
Rubber products	42.2	40.3	41.7	2.71	2.54	2.50	114.47	102.52	104.34
Leather products	39.7	40.0	39.7	1.79	1.77	1.67	71.17	70.83	66.18
Textile products	42.0	41.4	41.8	2.08	2.05	1.90	87.31	84.85	79.34
Miscellaneous textiles	41.5	39.9	41.6	2.28	2.19	1.86	94.63	87.15	77.4
Knitting mills	40.5	41.1	41.7	1.58	1.56	1.49	63.99	64.04	61.9
Clothing	36.3	37.7	37.2	1.75	1.75	1.63	63.64	66.20	60.5
Wood products	40.4	39.9	40.4	2.51	2.47	2.32	101.31	98.69	93.7
Furniture and fixtures	42.7	42.4	42.8	2.12	2.08	1.95	90.70	88.03	83.6
Paper and allied industries	41.3	41.0	41.9	3.06	3.03	2.91	126.61	124.20	122.0
Pulp and paper mills	41.3	41.0	41.8	3.35	3.30	3.18	138.33	135.24	133.1
Printing, publishing and allied industries	38.5	38.2	38.9	3.11	3.07	2.90	119.87	117.42	112.8
Primary metal industries	40.5	41.0	40.4	3.21	3.22	2.98	130.16	131.82	120.4
Iron and steel mills	39.4	40.3	39.3	3.34	3.36	3.11	131.57	135.30	122.4
Metal fabricating industries	41.8	41.2	41.6	2.81	2.79	2.57	117.56	114.85	106.7
Machinery, except electrical	41.9	41.8	41.3	2.99	2.96	2.74	125.17	123.70	113.4
Transportation equipment	43.1	40.5	42.0	3.19	3.10	2.88	137.50	125.55	121.0
Aircraft and parts	42.6	42.1	42.0	3.04	3.02	2.88	129.35	127.01	120.9
Motor vehicles	43.9	39.8	42.3	3.35	3.24	2.97	147.16	128.91	125.3
Assembling	46.2	38.5	43.2	3.67	3.58	3.17	169.52	137.96	136.8
Parts and accessories	41.8	40.8	41.5	3.11	3.09	2.85	129.83	126.00	118.2
Shipbuilding and repairing	40.0	40.1	40.9	3.03	3.05	2.78	121.14	122.17	113.4
Electrical products	41.0	39.9	40.5	2.55	2.54	2.38	104.59	101.31	96.3
Communications equipment	40.6	39.2	39.4	2.43	2.39	2.31	98.46	93.72	90.8
Non-metallic mineral products	43.9	43.5	43.8	2.74	2.72	2.54	120.33	118.40	111.0
Petroleum and coal products	42.9	43.0	43.0	3.64	3.61	3.42	156.13	155.02	147.1
Chemical and chemical products	40.6	40.3	40.5	2.83	2.79	2.64	114.64	112.53	107.0
Miscellaneous manufacturing industries	40.6	40.5	40.9	2.09	2.09	1.98	84.89	84.71	80.9
CONSTRUCTION	42.8	42.4	43.2	3.35	3.31	3.12	143.12	140.46	134.8
Building	40.4	40.1	40.7	3.45	3.42	3.20	139.29	137.13	130.0
General contractors	40.5	40.0	40.5	3.33	3.30	3.06	134.81	131.97	123.8
Special trade contractors	40.3	40.2	40.8	3.55	3.52	3.33	142.95	141.35	135.6
Engineering	47.4	46.8	47.5	3.18	3.14	3.01	150.59	146.88	143.0
Highways, bridges and streets	48.4	47.6	48.7	2.68	2.66	2.48	129.73	126.38	120.8
Other engineering	46.4	45.9	46.4	3.72	3.68	3.59	172.39	168.87	166.5
OTHER INDUSTRIES									
Urban transit	41.1	41.8	42.7	3.31	3.22	2.80	136.13	134.59	119.2
Highway and bridge maintenance	38.8	38.8	40.5	2.46	2.42	2.23	95.61	94.10	90.1
Laundries, cleaners and pressers	48.0	38.5	39.9	1.53	1.52	1.42	58.20	58.58	56.5
Hotels, restaurants and taverns	33.4	34.3	34.1	1.51	1.48	1.41	50.32	50.83	48.1

Latest figures subject to revision.

SOURCE: *Man Hours and Hourly Earnings* (DBS Cat. No. 72-003).

BLE C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
erage					
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.95	123.1	110.2
1967†	40.3	2.40	96.84	130.1	112.4
t Pay Period in					
7—September	40.8	2.43	99.20	133.2	114.4
October	40.8	2.45	99.88	134.2	114.8
November	40.7	2.46	100.18	134.6	114.5
December	38.7	2.50	96.78	130.0	110.1
8—January	40.0	2.49	99.52	133.7	113.1
February	40.4	2.49	100.53	135.0	113.2
March	40.1	2.51	100.63	135.2	113.2
April	40.7	2.56	104.28	140.1	117.4
May	40.6	2.57	104.42	140.3	117.1
June*	40.4	2.57	103.94	139.7	116.0
July†	40.0	2.56	102.23	137.4	113.8
August*	40.4	2.59	104.63	140.5	116.1
September†	40.9	2.62	107.34	144.2	118.8

vised. †Preliminary.

TE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the sumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

RCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

BLE C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Sept. 1968	Aug. 1968	Sept. 1967	Sept. 1968	Aug. 1968	Sept. 1967
				$	$	$
wfoundland	42.4	41.3	41.8	2.06	2.10	2.06
va Scotia	39.5	39.2	39.9	2.05	2.04	1.94
w Brunswick	41.9	40.0	41.1	2.10	2.06	2.00
bec	41.6	41.6	41.5	2.35	2.32	2.20
ario	41.2	40.4	41.0	2.77	2.73	2.54
nitoba	39.7	39.6	39.8	2.36	2.34	2.17
katchewan	39.8	39.9	40.1	2.80	2.73	2.49
erta	39.1	39.5	40.1	2.68	2.65	2.48
ish Columbia	37.5	37.2	37.7	3.25	3.23	3.04

cludes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under rance plan, incentive bonus but not annual bonus.

TE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

st figures subject to revision.

RCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. Th source for Tables E-1 to E-4 is *The Statistical Report on th Operation of the Unemployment Insurance Act* (DBS Cat. No 73-001). For further information regarding the nature of th data see Technical Note, page 744, December 1968 issue.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total*	*Employed*	*Claimants*
1968—September	5,135,000	4,888,300	246,700
August	5,320,000	5,050,200	269,800
July	5,256,000	4,935,000	321,000
June*	5,262,000	4,970,900	291,100
May	4,727,000	4,405,600	321,400
April	4,859,000	4,284,000	575,000
March	4,894,000	4,237,100	656,900
February	4,864,000	4,204,500	659,500
January	4,881,000	4,247,700	633,300
1967—December	4,828,000	4,326,500	501,500
November	4,800,000	4,463,400	336,600
October	4,724,000	4,481,500	242,500
September	4,732,000	4,521,100	210,900

*Effective June 30, 1968, coverage was increased to include salaried workers earning up to $7,800 a year.

TABLE E-4—Benefit Payments, by Province, October 1968

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	18,631	484,981
Prince Edward Island	3,300	81,807
Nova Scotia	30,171	766,917
New Brunswick	23,286	612,285
Quebec	283,993	7,656,135
Ontario	252,754	6,775,413
Manitoba	24,116	617,029
Saskatchewan	14,698	380,060
Alberta	32,444	866,386
British Columbia	93,876	2,601,840
Total, Canada, October 1968	777,269	20,842,853
Total, Canada, September 1968	795,639	20,760,908
Total, Canada, October 1968	623,302	15,493,858

*Represents the total of complete and partial weeks of benefit paid duri the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, October 31, 1968

	Claims Filed at Local Offices			*Disposal of Claims and Claims Pending at the End of the Month*			
Province	*Total*	*Initial*	*Renewal*	*Total Disposal of*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	3,781	2,625	1,156	3,274	2,047	1,227	1,323
Prince Edward Island	387	281	106	392	252	140	95
Nova Scotia	4,435	2,997	1,438	4,254	2,858	1,396	1,150
New Brunswick	4,258	3,037	1,221	3,842	2,489	1,353	1,268
Quebec	41,716	27,224	14,492	38,354	24,949	13,405	13,431
Ontario	33,908	24,154	9,754	32,777	20,869	11,908	9,750
Manitoba	3,717	2,692	1,025	3,422	2,226	1,196	774
Saskatchewan	2,757	2,074	683	2,471	1,536	935	742
Alberta	5,044	3,656	1,388	4,359	2,721	1,638	1,584
British Columbia	17,466	11,652	5,814	16,618	10,903	5,715	4,887
Total, Canada, October 1968	117,469*	80,392	37,077	109,763	70,850	38,913	35,004
Total, Canada, September 1968	91,132	61,967	29,165	92,014	57,576	34,438	27,298
Total, Canada, October 1967	114,895	79,394	35,501	102,938	66,685	36,253	38,828

*In addition, revised claims received numbered 30,184.

†In addition, 30,666 revised claims were disposed of. Of these, 2,754 were special requests not granted and 1,398 were appeals by claimants. There we 4,708 revised claims pending at the end of the month.

BLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at October 31, 1968

Province and Sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	Sept. 30 1968	Oct. 31 1967
NADA	264,518	121,242	61,035	48,696	33,545	246,702	242,454
Male	158,917	82,922	34,350	24,482	17,163	141,543	148,210
Female	105,601	38,320	26,685	24,214	16,382	105,159	94,244
WFOUNDLAND	8,187	4,233	1,780	1,314	860	7,026	6,625
Male	6,217	3,544	1,230	839	604	5,115	4,992
Female	1,970	689	550	475	256	1,911	1,633
NCE EDWARD ISLAND	1,024	431	268	210	115	1,025	701
Male	578	276	108	113	81	601	341
Female	446	155	160	97	34	424	360
VA SCOTIA	11,061	4,866	2,460	2,043	1,692	10,131	8,875
Male	7,462	3,549	1,519	1,267	1,127	6,766	6,166
Female	3,599	1,317	941	776	565	3,365	2,709
W BRUNSWICK	9,510	4,389	2,187	1,674	1,260	8,269	7,651
Male	6,427	3,239	1,405	1,022	761	5,359	4,768
Female	3,083	1,150	782	652	499	2,910	2,883
EBEC	90,885	43,172	21,022	15,935	10,756	80,783	80,389
Male	59,533	31,550	13,446	8,683	5,854	50,362	52,576
Female	31,352	11,622	7,576	7,252	4,902	30,421	27,813
TARIO	82,847	34,831	18,683	17,472	11,881	87,394	87,637
Male	43,427	21,256	8,901	7,797	5,473	44,863	49,103
Female	39,420	13,575	9,762	9,675	6,408	42,531	38,534
NITOBA	9,321	3,944	2,213	1,705	1,459	7,140	6,369
Male	4,834	2,345	1,079	797	613	3,625	3,296
Female	4,487	1,599	1,134	908	846	3,515	3,073
KATCHEWAN	5,366	2,516	1,223	905	722	4,929	3,993
Male	2,882	1,545	651	363	323	2,512	1,924
Female	2,484	971	572	542	399	2,408	2,069
ERTA	10,965	4,948	2,776	2,085	1,156	9,793	8,134
Male	5,805	3,136	1,203	884	582	4,930	4,293
Female	5,160	1,812	1,573	1,201	574	4,863	3,841
ISH COLUMBIA	35,352	17,912	8,443	5,353	3,644	30,212	32,080
Male	21,752	12,482	4,808	2,717	1,745	17,401	20,751
Female	13,600	5,430	3,635	2,636	1,899	12,811	11,329

bulk of the cases in this group were on claim from 27-39 weeks.
s: Values less than 50 subject to relatively large sampling variability.

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(*1949 = 100*)				
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1967—Year	149.0	146.4	151.0	132.3	157.2	190.2	166.8	128.3
1968—Year	155.2	151.3	158.0	136.3	161.3	197.9	175.0	140.1
1967—November	151.0	148.0	153.4	134.5	157.9	193.8	170.5	128.7
December	151.8	148.6	153.8	134.7	159.6	193.8	169.7	133.0
1968—February	152.7	149.8	155.4	134.0	159.2	194.3	171.8	136.4
March	153.2	148.7	156.0	135.6	160.3	194.3	172.5	138.4
April	154.1	149.8	156.6	136.3	160.8	197.0	172.1	140.9
May	154.2	148.9	157.1	135.8	161.0	197.8	174.2	141.1
June	154.7	149.4	157.6	136.4	161.8	197.9	174.2	141.1
July	155.6	151.9	158.3	136.1	161.9	198.8	174.8	141.1
August	156.0	153.6	158.4	135.7	161.8	199.1	175.2	141.1
September	156.4	153.0	159.6	136.4	162.2	199.6	176.8	141.1
October	156.8	152.4	160.3	138.1	161.6	200.3	177.4	141.1
November	157.5	153.0	161.0	138.8	162.7	201.0	180.1	141.1
December	158.0	154.4	161.2	138.8	162.7	201.0	180.1	141.1

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of December 1968

	All Items									
	Dec. 1968	*Nov. 1968*	*Dec. 1967*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
					(*1949 = 100*)					
St. John's, Nfld.*	137.4	136.8	131.1	131.1	127.5	136.6	133.7	196.5	163.1	140.1
Halifax	148.9	148.3	143.4	147.1	145.4	147.7	147.1	207.0	198.8	139.9
Saint John	151.6	151.3	146.6	150.1	143.8	148.5	162.9	222.6	182.9	139.6
Montreal	155.1	154.4	150.1	160.1	149.4	129.5	187.4	200.3	185.5	146.5
Ottawa	156.5	156.2	150.1	154.8	151.9	144.7	178.0	211.9	176.5	152.2
Toronto	159.4	158.4	153.3	152.1	161.9	146.9	160.8	196.2	221.8	149.1
Winnipeg	153.4	153.0	147.7	152.3	142.0	152.3	154.1	230.7	172.1	154.0
Saskatoon-Regina	147.6	147.1	142.4	150.1	140.0	151.7	148.9	177.4	177.8	140.6
Edmonton-Calgary	148.6	148.5	143.1	145.4	143.0	150.5	152.1	211.1	172.4	132.1
Vancouver	151.2	150.6	146.7	149.8	151.4	141.9	159.0	188.2	171.0	136.0

*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G — Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

TABLE G-1—Strikes and Lockouts, 1963-68

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
963	318	332	83,428	917,410	0.07
964	327	343	100,535	1,580,550	0.11
965	478	501	171,870	2,349,870	0.17
966	582	617	411,459	5,178,170	0.34
967	498	522	252,018	3,974,760	0.25
967—November	18	70	19,148	251,460	0.18
December	11	55	9,436	151,230	0.13
968—January	24	56	19,758	207,390	0.16
February	42	76	49,069	590,840	0.46
March	37	83	41,296	682,180	0.53
April	42	86	41,751	324,790	0.25
May	64	116	30,993	410,710	0.30
June	75	152	46,215	544,310	0.42
July	36	137	62,069	867,810	0.59
August	57	146	59,956	635,340	0.43
September	42	124	30,065	346,140	0.27
October	26	91	20,047	313,990	0.22
November	19	70	14,563	221,540	0.16
December	17	58	13,196	104,980	0.08

Preliminary.

TABLE G-2—Strikes and Lockouts, December 1968 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	75	1,130
Mines	2	417	3,730
Manufacturing	30	9,169	74,010
Construction	7	1,470	10,380
Transportation and utilities	3	799	6,850
Trade	8	570	5,780
Finance	—	—	—
Service	—	—	—
Public administration	7	696	3,100
ALL INDUSTRIES	58	13,196	104,980

TABLE G-3—Strikes and Lockouts, December 1968 by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	—	—	—
Prince Edward Island	—	—	—
Nova Scotia	3	812	2,930
New Brunswick	2	157	1,390
Quebec	12	3,242	42,140
Ontario	28	7,663	53,580
Manitoba	—	—	—
Saskatchewan	1	248	500
Alberta	4	154	2,030
British Columbia	8	920	2,410
Federal	—	—	—
ALL JURISDICTIONS	58	13,196	104,980

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers December 1968 (Preliminary)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Result*
			December	*Accumulated*		
MINES						
Metal						
Mattagami Lake Mines, Matagami, Que.	Steelworkers Loc. 6131 (AFL-CIO/CLC)	325	2,280	2,280	Dec. 4 Dec. 14	Wages, fringe benefits—15% wa increase over a 2-yr. period, oth improved benefits.
MANUFACTURING						
Food and Beverages						
Essex Packers Ltd., Windsor, Ont.	Teamsters Loc. 880 (Ind.)	116	2,090	2,090	Dec. 4 —	Wages—
Nova Scotia Co-operative Abattoir Ltd., Halifax, N.S.	Teamsters Loc. 927 (Ind.)	100	200	200	Dec. 30 —	Wages, working conditions—
Rubber						
Mansfield Denman General, Barrie, Ont.	Rubber Workers Loc. 536 (AFL-CIO/CLC)	330	6,600	22,770	Sept. 23 —	Wages—
Chicago Rawhide, Brantford, Ontario.	Auto Workers Loc. 397 (CLC)	129	2,580	4,520	Nov. 9 —	Wages, hours—
Textiles						
Allen Industries Canada Ltd., Hamilton, Ont.	Auto Workers Loc. 525 (CLC)	320	2,560	2,560	Dec. 10 Dec. 23	Wages—12% wage increase troactive to Oct. 22, 1968, 6% 1969, 6% in 1970, other improv benefits.
Montrose Worsted Mills Inc., Granby, Que.	Textile Federation (CNTU)	390	1,170	1,170	Dec. 13 Dec. 18	Alleged grievances with spinni foreman—Return of workers.
Wood						
MacMillan Bloedel Ltd. Somass Sawmill Division, Port Alberni, B.C.	Woodworkers Loc. 1-85 (AFL-CIO/CLC)	100	—	100	Nov. 29 Dec. 2	Lay-off of twelve workers— Return of workers.
Crestbrook Forest Industries Limited, Fort MacLeod, Alta.	Woodworkers Loc. 1-206 (AFL-CIO/CLC)	105	1,050	1,050	Dec. 17 —	Wages, fringe benefits, holidays
Weldwood of Canada Flavelle Cedar Division, Port Moody, B.C.	Woodworkers (AFL-CIO/CLC)	400	400	400	Dec. 20 Dec. 23	Protesting dismissal of one wor —Return of workers on instructi of union.
Paper						
Domtar Pulp & Kraft Paper Ltd., Windsor and East Angus, Que.	Pulp and Paper Workers' Federation (CNTU)	1,246	24,920	143,290	July 18 —	Wages—
Prince Albert Pulp Co., Prince Albert, Sask.	Pulp and Paper Mill Workers Loc. 403 (AFL-CIO/CLC)	248	500	500	Dec. 4 Dec. 6	Jurisdictional dispute between unions—Return of workers pe ing negotiations.

BLE G-4—Strikes and Lockouts Involving 100 or More Workers December 1968 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *December*	— *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Result*
uary Metals						
eneral Smelting Co. of Canada. urlington, Ont.	Steelworkers Loc. 6979 (AFL-CIO/CLC)	100	500	6,500	Sept. 6 Dec. 8	Wages—25¢ an hr. increase immediately, 10¢ after 10 mos., 12¢ after 20 mos.; shift and Sunday premiums increased, 3 weeks vacations after 8 years, improved sickness benefits.
hinery						
ternational Harvester, amilton, Ont.	Steelworkers Loc. 311 (AFL-CIO/CLC)	341	—	16,710	Sept. 20 Dec. 2	Wages, job evaluation—Wage increase, other improved benefits.
sport Equipment						
ominion Forge Co., indsor, Ont.	Auto Workers Loc. 195 (CLC)	668	1,340	51,450	Aug. 15 Dec. 4	Wages, working conditions, fringe benefits—Starting rate raised to $2.75 an hr. plus 45¢ an hr. spread over 2 years for unskilled, $3.54 an hr. plus 45¢ an hr. spread over 2 years for skilled; other improved benefits.
anadian Motor Lamp Co. Ltd., urry Sound, Ont.	Auto Workers Loc. 1297 (CLC)	209	2,090	3,140	Nov. 25 Dec. 16	Wages, overtime—Wage increase, other improved benefits.
ord of Canada, akville, Ont.	Auto Workers Loc. 707 (CLC)	3,350	3,350	3,350	Dec. 2 Dec. 3	Respecting picket line of Loc. 251, U.A.W. on strike at plant supplying components—Return of workers.
lendale Mobile Homes Ltd., rathroy, Ont.	Machinists Loc. 1703 (AFL-CIO/CLC)	213	2,560	2,560	Dec. 12 —	Wages—
trical Products						
octor-Silex Ltd., cton, Ont.	I.U.E. Loc. 585 (AFL-CIO/CLC)	103	2,060	11,950	July 17 —	Wages, hours—
bbins and Myers, rantford, Ont.	Auto Workers Loc. 397 (CLC)	188	3,760	6,580	Nov. 11 —	Wages, hours—
-Metallic Mineral Products						
anadian Ohio Brass, iagara Falls, Ont.	Chemical Workers Loc. 345 (AFL-CIO/CLC)	237	4,740	4,740	Nov. 29 —	Wages, fringe benefits—
cellaneous Manufacturing						
orth American Plastics Ltd., allaceburg, Ont.	Auto Workers Loc. 251 (CLC)	295	5,900	46,130	May 17 —	Wages, union security, grievance procedure—
NSTRUCTION						
veral plumbing contractors, arious locations Northwestern, Ontario.	Plumbers Loc. 508 (AFL-CIO/CLC)	200	4,400	24,000	July 15 —	Wages, other benefits—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers December 1968 (Preliminary) (Concluded)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *December*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Result*
Modern Paving, St. Lambert de Lévis, Qué.	Building and Woodworkers' Federation (CNTU)	110	2,200	12,540	July 19 —	Security of employment—
Foundation Co. of Canada, Waters Township, Ont.	Plumbers Loc. 800 (AFL-CIO/CLC)	395	790	790	Dec. 17 Dec. 19	Dismissal of one employee fo cause—Return of workers.
Lummus Co. (Canada) Ltd., Point Tupper, N.S.	Various unions	672	2,690	2,690	Dec. 19 Dec. 30	Jurisdictional dispute between unions—Return of most worker
TRANSPORTATION AND UTILITIES						
Transportation						
Chambly Transport Inc., Montreal and area, Que.	Railway, Transport and General Workers Locs. 511-513 (CLC)	120	2,660	9,430	Sept. 13 —	Wages—
Six Bus Companies, Various Locations, Quebec.	Public Service Employees' Federation (CNTU)	918	4,110	23,350	Oct. 26 Dec. 12	Wages, hours—Wage increase, other benefits.
TRADE						
Chapples and Metropolitan Stores, Fort William and Port Arthur, Ont.	Retail Clerks Loc. 409 (AFL-CIO/CLC)	117	590	5,470	Oct. 3 Dec. 9	Wages, seniority, union security- 5% + 3¢ per hr. across the boa immediately.
International Harvester Co. of Canada Ltd., Ottawa, Hamilton and Burlington, Ont.	Auto Workers various locals (CLC)	207	2,070	3,520	Nov. 21 Dec. 16	Wages, other benefits—Wage i creases from 64¢ to $1.14 an h over a 2-yr. contract, other im proved benefits.
International Harvester Co. of Canada Ltd., Montreal, Que.	Auto Workers Loc. 698 (CLC)	100	1,000	1,600	Nov. 22 Dec. 16	Wages, other benefits—Return workers.
PUBLIC ADMINISTRATION						
Local Administration						
City of Vernon, Vernon, B.C.	Public Employees Loc. 626 (CLC)	104	100	5,090	Sept. 24 Dec. 3	Wages, working conditions—7 wage increase for 1968, 8% f 1969; 40 hours work week f outside workers, 35 hours f inside workers.
City of Kelowna, Kelowna, B.C.	Public Employees Loc. 338 (CLC)	155	310	4,500	Oct. 24 Dec. 4	Wages—7¢ an hr. increase retr active for 1968, 8¢ an hr. for 196
City of Kamloops, Kamloops, B.C.	Public Employees Loc. 900 (CLC)	186	190	4,290	Oct. 31 Dec. 3	Delay in new contract negotiatio —15¢ an hr. increase retroacti to Nov. 4, 1967, 20¢ an hr. e Jan. 1, 1969.

Canada Department of Labour Publications

(Continued from inside front cover)

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